



ROGUE FARM CORPS

PO Box 533 - Ashland, OR 97520 - www.roguefarmcorps.org - 541-951-5105

Changing Hands Program Director

Reports to: Executive Director

Employment Type: Exempt; 0.5 FTE with opportunity to grow

Location: Oregon (remote / work from home)

Compensation: Starting salary based on \$50,000 full time employment. Position requires an average of 20 hours per week, with some fluctuation throughout the year. Requires the use of your own personal vehicle (mileage reimbursed) or a rental car for longer distances (also reimbursed), cell phone and computer. Benefits include paid vacation, health care stipend, technology stipend, matching retirement account, and flexible work schedule.

Rogue Farm Corps is committed to building a diverse staff and strongly encourages applications from candidates of color.

Organization Overview

Mission: Rogue Farm Corps trains and equips the next generation of farmers and ranchers through hands-on educational programs and the preservation of farmland.

Vision: RFC envisions a world in which land is deeply cared for, power is equitably shared, and farms, ranches, and the people who work them flourish.

RFC offers farmer training programs at the entry and advanced levels that combine hands-on training at partner host farms with classes, farm tours, discussions, and independent study. These programs provide real-world experience on a diverse network of sustainable, commercial family farms.

RFC's Changing Hands Program helps beginning farmers access land and capital, and creates tools and resources to help retirement age farmers plan for succession. This work began in 2015 with our Farm Preservation Program, and has accomplished many things including:

- Passing the Oregon Agricultural Heritage Program (OAHP), which established a system for funding conservation easements on agricultural land in Oregon;
- Conducting research on the threats facing Oregon's agricultural land and publishing a [report](#) in collaboration with OSU and PSU;
- Convening attorneys, accountants, finance professionals and other farm service providers for trainings and conversations aimed at better meeting the needs of farmers;
- Authoring a gap analysis on the barriers to non-familial succession with the goal of addressing systemic inequities in the field of agriculture and reducing barriers for Latinx

farmers and other traditionally marginalized communities to become owners and operators of farm businesses;

- Conducting public education on the threats facing Oregon's farmland and the need to plan for intergenerational succession, including an article series in the Capital Press and other earned media coverage; and
- Hosting a series of 9 Changing Hands conferences from 2018-2020, bringing together beginning farmers with retirement-age farmers for a day of training and networking.

RFC's Farm Preservation Program employed a variety of strategies to address the interrelated challenges of farm succession, access to land, and the permanent preservation of farmland. This work has evolved over the last several years and at the close of 2019 RFC's staff and board decided to rebrand the program to be Changing Hands, reflecting a strategic focus on land access and intergenerational farm transfer.

RFC is committed to engaging in an ongoing learning process around privilege, power, inequality and systems of oppression, and using our organizational power to be an agent of positive change. As a historically white led organization, RFC is working to lift up the voices and knowledge of BIPOC (Black, Indigenous, and People of Color) farmers, to become a more diverse and equitable organization, and to advance social and racial justice in the food system.

For more information, please visit <https://www.roguefarmcorps.org/changing-hands-program-description>

Position Description

The Changing Hands Program Director, in collaboration with RFC's Directors team and partner organizations, will develop the strategic direction of RFC's Changing Hands Program. The Program Director will be responsible for building relationships with partners and stakeholders, and implementing programmatic activities and events. Our ideal candidate will be an excellent communicator, have a depth of experience in agriculture and food systems work, and be passionate about equity and the future of farming in Oregon. This half-time position (with the possibility to grow) is an excellent opportunity to work with a dynamic team innovating solutions to the interrelated issues of an aging farmer population, barriers beginning farmers face in accessing land and capital, and the threats facing Oregon's farmland.

Specific duties include:

1. Program development and strategic planning (in collaboration with RFC staff)
2. Planning and implementing a series of Changing Hands events each year
3. Additional educational opportunities TBD for farmers and ranchers on succession planning and land access
4. Conducting public education and outreach on the need for succession planning and support for beginning farmers and ranchers
5. Coalition building and collaborating with partners to develop new programming that supports the success of Oregon's farmers and addresses disparities in access to land and capital

6. Grant writing and other fundraising activities as needed

Additional duties may be added as needed by RFC's Executive Director and as a result of strategic planning.

Required Competencies

1. Commitment to RFC's mission
2. Knowledge of and/or experience with farming, succession planning, land access, capital access, and/or other issues related to farmland and farm business transfers
3. Ability to communicate and build relationships with diverse partners and audiences including staff, elder/experienced farmers, beginning & aspiring farmers, rural service providers like attorneys and business counselors, and other local food system organizations
4. Ability to develop and communicate educational content
5. Ability to work independently and as part of a collaborative team environment
6. Skilled in group facilitation and navigating / being responsive to group dynamics
7. Highly organized with great attention to detail
8. Able to connect with and develop trusting relationships with people and communities of various backgrounds and identities
9. Strong writing skills
10. Commitment to social justice; experience with anti-racism, anti-oppression, and diversity, equity and inclusion work
11. Ability to use online applications including email, calendar, database, Google Drive, Google Docs, Google Sheets, and social media platforms
12. Experience with planning events such as workshops and conferences

Preferred Qualifications

1. Connections to Oregon agricultural communities and networks
2. Connections to communities of color and other underserved populations
3. Experience with grant writing and/or authoring reports

Working Conditions

1. The Changing Hands Program Director can expect a flexible working schedule that includes some evenings and weekends. Requires approximately 20 hours/week with additional hours during the lead up to the events.
2. The Program Director works remotely, connecting with other staff via zoom video conferencing, email, messaging, and conference calls. A good internet connection and phone service are necessary. A home office is highly recommended as no office is provided.
3. Must be self-directed, excellent with time management, and have experience working independently.
4. Must coordinate monthly schedule and work plan with Executive Director.

Apply

Please apply by emailing your cover letter and resume as one PDF file to changinghands@roguefarmcorps.org with “Changing Hands Program Director” in the subject line. Deadline for applications is 5pm on Friday, September 4th.

In your cover letter please address the following questions and anything else you feel would be helpful to the selection committee:

- 1) Why do you want this job and what would you bring or add to this position/organization (lived experience, values, vision)?
- 2) Describe any experience you have with program coordination, coalition work, event facilitation and writing.
- 3) Describe any experience you may have with farming, food systems, succession planning, land access, and capital access for farmers.
- 4) What does justice and/or equity in the food system mean to you? What is your lived experience with systems of power, privilege and oppression?

Questions about this position? Contact matt@roguefarmcorps.org.

Rogue Farm Corps is an affirmative action/equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.