

## **Practical Farmers of Iowa is Hiring a Next Generation Coordinator**

Practical Farmers of Iowa is seeking a diligent, respectful and passionate person to serve as a next generation coordinator with PFI's expanding beginning farmer team, which supports beginning farmers in getting started, and existing farmers and landowners in transferring their land or farm. For more than 35 years, Practical Farmers has worked to equip farmers to build resilient farms and communities.

This work has always been rooted in our value of welcoming everyone – but we recognize that there is a long history in Iowa and the U.S. of unequal access to the vocation of farming and other opportunities for people of color. At Practical Farmers, we are committed to working towards racial equity in Iowa's food and farming system, and to ensuring that our policies and practices create an equitable and inclusive workplace.

The next generation coordinator will be pivotal to using the resources and network of PFI to support aspiring and beginning farmers of color. Our members have indicated their top priority is getting beginning farmers on the land so Iowa farms will continue generation after generation, providing healthful food, profits to families, healthy ecosystems and vibrant communities.

As we expand this work, supporting farmers of color in their efforts to get started farming will be a central part of our focus as we seek to amplify our efforts to create inclusive and equitable farming opportunities.

The next generation coordinator will support the beginning farmer team by 1) working with farmers of color to build relationships and create networks within PFI; 2) managing the development and delivery of programs designed to support farmers of color; and 3) coordinating beginning farmer communications. This position will work primarily with aspiring and beginning farmers and other external stakeholders, but will also have the opportunity to participate in our internal diversity and inclusion committee.

Practical Farmers offers a flexible, fast-paced work environment with opportunities for independent initiative and professional development.

### **Duties**

- **Work with farmers of color to build relationships and create networks within PFI that will help determine PFI's direction in engaging respectfully with farmers of color to effectively meet their needs and aspirations**
  - With Practical Farmers' next generation director, develop objectives and brainstorm plans and timelines to guide the future of PFI's work to support farmers of color that align with PFI's strategic plan and beginning farmers' interests and needs
  - Conduct focus groups and interviews to understand the needs and barriers facing Black, Latino, Indigenous and other farmers of color
  - Expand PFI's network of Black, Latino, Indigenous and other farmers of color, along with partner organizations who support these farmers
  - Support relationship-building and mentorship among farmers of color

- Work with farmers of color and stakeholders to identify opportunities where PFI can help reduce barriers to getting started farming and keeping new businesses viable
  - Seek grant opportunities and write proposals to fund programming for farmers of color
  - Track grant deliverables and progress, and prepare grant reports
- **Manage the development and delivery of programs designed to support beginning farmers, with emphasis on farmers of color**
  - Plan, organize and staff PFI's beginning farmer field days, conferences, workshops and farmer gatherings that support farmers of color
  - Support business development and networking events, such as an overnight retreat to improve beginning farmers' businesses and increase their farming knowledge
  - Research and support ways to develop a capital-building program to support farmers of color
  - Recruit, train and secure leadership opportunities for farmers of color to become leaders
  - Support the expansion of land access programming
  - Support and collaborate with PFI team members to improve the accessibility and relevance of other PFI programs for farmer of color
  - Other support for next generation team as needed
- **Coordinate beginning farmers communications**
  - Manage deadlines and team brainstorming for beginning farmer communications work
  - Communicate about PFI's work and mission to varied audiences via written media and presentations
  - Work with the communications team to feature the experiences and perspectives of farmers of colors in PFI publications and in external media
  - Author articles for PFI's quarterly magazine and blog
  - Coordinate with PFI's communications team to develop and curate relevant and timely content for the beginning farmer webpage

### **Qualifications and Characteristics**

- Bachelor's degree in agriculture or business or equivalent experience in the fields of agriculture, business or related field is preferred. Individuals with different professional backgrounds and degrees who have knowledge and passion for the work are also encouraged to apply, and will be considered for the position.
- Two years of professional experience preferred
- Experience working with beginning farmers, or knowledge of beginning farmer issues strongly preferred

- Experience working with farmers of color, or knowledge of issues facing farmer of color strongly preferred
- Experience in data collection, analysis and summary preferred; experience with conducting interviews and focus groups as methods of data collection strongly preferred
- A passion for beginning farmers, supporting farmers of color, farming and diverse landscapes preferred
- Ability to comfortably manage and facilitate groups in person and online preferred
- Experience organizing events preferred
- Experience writing grant proposals and grant reports preferred
- Excellent interpersonal and professional communication skills required
- Comfortable building relationships, including initiating contact with new people, and demonstrated ability in this area required
- Strong writing skills required
- Experience with Microsoft Word and Excel, Google platforms and virtual meeting platforms required
- Ability to work efficiently and accurately, and a demonstrated commitment to high-quality work in a fast-paced environment
- Ability to prioritize and organize work to meet deadlines
- Sound decision-making skills
- Ability to work independently and within a team
- Motivated and a self-starter

This is a full-time position based in our Ames, Iowa, office. Annual salary range is \$34,000-\$40,000, based on experience and qualifications. This position requires some travel (mostly in Iowa), a valid driver's license, the ability to lift 50 pounds and the ability to walk long distances.

The position reports to Greg Padget, next generation director. Practical Farmers is a family-friendly employer. The position includes full health care benefits, a flex plan, short- and long-term disability, life insurance and generous paid time off. Employer contribution to a 401k retirement plan is offered after one year of employment.

Please apply by completing an application form (including contact information, cover letter, resume and references) on PFI's employment page <https://practicalfarmers.org/employment> by **Friday, Aug. 20.**

If you are proficient in a language besides English, please indicate which languages and your proficiency level on your resume. You will hear back about next steps in the hiring process by Aug. 27. The start date for the position is flexible, but anticipated as Oct. 1.