



JOB ANNOUNCEMENT

Job Title: Farm Beginnings Organizer

Reports To: Program Co-Director: Farm Beginnings and Food Systems

FLSA Status: Exempt

Hours: 100% FTE or negotiable but no less than 85% FTE; frequently on weekends and evenings

Salary Range: \$42,000 – \$65,000 FTE annually. (Starting organizers should expect to land on the lower part of the range between \$42,000 - \$50,000, and with seniority the salary will increase at a standard adjustment per year.) *To determine salary, we use a salary calculation system which takes into consideration nontraditional backgrounds, lived experience, community involvement, work experience, training, degrees, certifications, and more.*

Benefits: Includes health, dental, and life insurance as well as vacation, sick and safe time; prorated for part-time positions; 401(k) after 1,000 hours or one year of service.

Location: Any LSP office (Minneapolis, Montevideo, or Lewiston) or temporarily remotely.

Note: This is a union-eligible position with bargaining unit OPEIU Local 12.

Description updated: November 2021

Mission: LSP is an organization grounded in its mission and membership. We seek to do work that ensures that the health of the land is enhanced, small- and mid-sized farms thrive, communities are prosperous, and true democracy flourishes. The mission of the Land Stewardship Project is to foster an ethic of stewardship for farmland, to promote sustainable agriculture, and to develop healthy communities. Farm Beginnings provides farmer-to-farmer training and networking and organizes to change the conditions impacting farmers and food systems.

Job Summary: As a Farm Beginnings organizer, you play a key role in fulfilling our mission by building and strengthening the support network for beginning farmers and providing farmer-led education and leadership development opportunities. You achieve this through relationship building, organizing, and training with farmers and community members. This fulltime position will focus on Farm Beginnings work with extensive time on farms and in communities in the Driftless Region (covering southeastern Minnesota, western Wisconsin, and northeastern Iowa) and in the Prairie Region (covering southwestern and west-central Minnesota).

What you bring to the position:

- You have zeal for the organization's mission and understand that developing relationships, building community, and organizing for change are essential to achieving success.
- You understand the importance of setting goals and you consistently achieve or exceed your goals.
- You can take the initiative to carry out your job duties and see what needs to be done.
- You embody and align with our vision and mission and appreciate the strength and stability that comes from working with a values-based organization.
- You embrace change and have the resilience required to continually improve yourself. You can think creatively and can adapt to evolving situations.

- You understand the need to collaborate with your team members and other departments and that synergy comes from everyone rowing in the same direction.
- You do your work with a courteous, cooperative and helpful mindset, with a positive attitude and in the spirit of teamwork to ensure the success of our organization.

Essential Functions:

You will lead RELATIONSHIP BUILDING AND FACILITATION SKILLS to:

- Lead LSP's beginning farmer training opportunities, specifically Farm Beginnings.
- Develop and implement hands-on skill-building for beginning farmers.
- Expand and strengthen LSP's farmer network.
- Connect beginning farmers with mentors and peers to assist with skill-building and learning.
- Develop beginning farmers into movement leaders for roles within and beyond LSP.
- Design and implement participatory evaluation with beginning farmers to adapt approaches to better respond to emerging needs and opportunities.

You will use your UNDERSTANDING and EXPERIENCE with BIPOC communities to:

- Recruit a diverse audience of beginning farmers into LSP's training and networking opportunities.
- Support BIPOC farmers along their educational path and in their efforts to navigate barriers and access training and resources, including land.
- Adapt, design, and implement culturally appropriate and relevant farmer training.
- Work collaboratively with allied organizations led by BIPOC individuals to remove barriers to farming and connect BIPOC farmers to emerging opportunities.

You will use your COLLABORATIVE SKILLS to:

- Work with white allies to support them in their efforts to be more effective anti-racists and address racism in the food and farming system.
- Coordinate with staff and members across LSP to make the food and farming system more equitable.
- Work with the Farm Beginnings team and the Program Department staff to improve approaches to farmer training and to strengthen regional networks.

Skills:

- Superior interpersonal skills and all-around communicator.
- Strong sense of personal initiative; excellent personal accountability and follow-through.
- Skills in navigating and fostering healthy multi-racial interactions/spaces.
- Critical analysis of power and privilege along the intersection of gender, race, and class.
- Strong commitment to social, racial, and economic justice and progressive political change. Commitment to the mission and values of LSP.
- Strong in relationship building, cultivating trust, responding to feedback, and thriving in a collaborative environment.
- Desire to promote LSP's goals and priorities in compliance with all policies and procedures.

Qualifications (required):

- Experience doing working in an immersive environment with BIPOC (Black, Indigenous, people of color) individuals and/or communities.
- Experience having conversations about anti-racism with white and BIPOC people.
- Must have access to a vehicle, valid driver's license, active registration, and insurance.

- Group facilitation skills and experience, both in-person and online.
- Proven track record of project planning and management skills.
- High proficiency with MS Word, Excel, Outlook, and familiarity with on-line training platforms like Zoom, Moodle, Google, etc.
- Ability to work flexible hours, as needed.

Supervisory Responsibilities: None

Work Environment: The health and safety of our staff is our highest priority. Currently, due to COVID-19, working remotely will be an option for all staff until it is safe to return to working in-person in an office and staff feel comfortable doing so. If working remotely, you must have a dedicated workspace where you are able to maintain work hours reflective of office hours (M-F, 9-5). We will provide you with or support the technology necessary to complete your job duties. We have staff across the state. Our offices are in the Minnesota communities of Lewiston, Minneapolis, and Montevideo. Because of our flexible work environment and the reach of our organization, remote work is available to any candidate, and candidates based in rural and Greater Minnesota and rural and Greater Wisconsin are strongly encouraged to apply. When safe, the work environment will include less time on computers and more time in person with people on farms, businesses, and in other public spaces.

Physical Demands: This is a computer/office work-based role which requires extended periods of stationary positions such as sitting or standing. This job also requires public speaking and the ability to communicate frequently with the public, LSP members, and other staff through text and spoken words. Occasional physical demands could include setting up events, food hauling and preparation, loading and unloading materials for training, setting up tables and chairs, tabling at outreach events and filing. This would require the ability to carry 20 to 60 pounds, lift files, and open filing cabinets.

To APPLY: In one PDF document, send resume, references, contact information, and cover letter to jobs@landstewardshipproject.org, with “Farm Beginnings Organizer: YOUR NAME” in the subject line. Attn: Natalia Espina, Interim HR & Operations Director. Accepting application on a rolling basis until filled. No phone calls please.

The Land Stewardship Project (LSP)/Land Stewardship Action Fund (LSAF) is an equal opportunity employer. We strongly encourage applications from women, Black, Indigenous, and people of color (BIPOC), and bilingual and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical condition, including acquired immune deficiency syndrome (AIDS) and AIDS-related conditions.

Applicants with Disabilities: Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. If you seek accommodation, please advise in writing at the time you apply.

Women, Black, Indigenous, and people of color (BIPOC), LGBTQIA+ candidates, people with disabilities, as well as rural and urban farmers, are strongly encouraged to apply.

This job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee.