

FarmSTAND Organizer, Food Systems and Rural Communities

Reports to: Managing Director, Outreach and Organizing
Location: Remote

Start date: ASAP
Salary: \$70,000 - \$90,000

About FarmSTAND

FarmSTAND is the only legal project in the country dedicated solely to taking on industrial animal agriculture. We're focused on dismantling the structures that enable the consolidation of corporate power and extractive practices in our food system and we support a vision of animal agriculture that is regenerative, humane, and owned by independent farmers. We believe we cannot make change alone, and that we must align ourselves with allies across movement sectors. In these partnerships, we combine litigation with base building and storytelling to create meaningful change.

About the position

The **Organizer, Food Systems and Rural Communities**, is responsible for developing outreach strategies to initiate and deepen relationships with organizations and organizers that represent communities directly impacted by industrial animal agriculture, with an emphasis on rural communities, farmers, and community-based fishermen. Through developing long-term relationships with community-based organizations, the Organizer will build trust and help identify and develop collaborative opportunities, legal or otherwise, that advance our vision for a fair food system, as well as create pathways for accountability to directly impacted communities.

The Organizer will be uniquely positioned to work with groups across movement sectors and create connections where there are overlapping opportunities to address systemic harms (for example, a project that addresses farmer and environmental concerns), and when legal advocacy may be an avenue for an organization to investigate. They will report to the Managing Director of Outreach and Organizing.

Because FarmSTAND works with groups across the country, the position will entail travel.

What are we looking for?

The ideal candidate for this position is an experienced organizer who is familiar with issues related to industrial agriculture and organizing in rural communities, and has a strong understanding of how communities make decisions. This person must be a strong and clear communicator, with the ability to understand organizing strategies, as well as how to plan and implement different kinds of projects and campaigns. This position requires an understanding of intersectional organizing, sophisticated relationship management, the ability to manage and collaborate with internal and external partners on projects, and strong facilitation skills, particularly to support connections between community organizers and attorneys. This position also involves coalition work, including designing and leading complex conversations involving organizations with different goals and perspectives.

A skilled facilitator who's interested in the intersectionality of our work would excel in this position, as we seek to build power across communities impacted by industrial animal agriculture and tell new stories that challenge the dominant narratives about food, farming, farm and factory work and workers, and the environment. You should be interested in how legal advocacy can work with base building and storytelling to create meaningful change, and be able to communicate those possibilities with allied organizations. Familiarity with campaigns integrating legal advocacy is important for this position.

Key responsibilities

- Develop and execute outreach and engagement strategies to support the goals of FarmSTAND
- Attend and actively participate in relevant coalition spaces, both digital and in-person, to build and deepen relationships with allied organizations
- Serve as a liaison between allied organizations and FarmSTAND to determine potential opportunities for collaboration, whether through legal advocacy or capacity-building projects
- With the FarmSTAND team, execute capacity-building and relationship-building projects with and for allied organizations
- Maintain competency in worker justice and food/ag-related issue areas, and knowledge of litigation as a tool for organizing

Qualifications

- Experience in coalition organizing and knowledge of campaign strategies
- Strong strategic facilitation skills, and experience facilitating meetings with diverse stakeholders
- Strong interpersonal skills and experience navigating and collaborating with multiple internal and external partners on projects or campaigns
- Excellent written, verbal, and analytical communication
- Organizational skills and ability to effectively prioritize and manage multiple projects simultaneously
- Team-oriented with the ability to work well independently and remotely
- A strong desire to contribute to the creation of a diverse, equitable, and inclusive work community that encourages collaboration

Work structure: This is a full-time, exempt position, with a salary range of \$70,000 to \$90,000. Salary offer will be dependent on experience. We are a fully remote workplace, although we maintain an office address in D.C.

Benefits: We provide 17 days of paid vacation, 8 days of sick leave, all federal holidays, additional FarmSTAND holidays, employer-paid health, dental and vision insurance, and a 401(k) plan.

To Apply:

Interested candidates should submit a:

- 3-5 sentence note in the body of your application email responding to one of the following questions:
 - How does your experience relate to the responsibilities of this role, and what aspects of this work would you be most excited to take on?
 - What project or work are you most proud of? What role did you play in that work?
- Resume.
- Writing sample. Writing samples may contain any documents that demonstrate your ability to plan (a key meeting, an action, a campaign, an outreach effort, etc.) and to clearly communicate, including but not limited to emails, toolkits, or planning documents created for past work.
- **Optional:** cover letter explaining your interest in FarmSTAND and this role.

Send your application materials to jobs@farmSTAND.org with "Organizer" in the subject line.

Applicants are encouraged to submit their materials by **May 15, 2025**, at which point applications will be reviewed on a rolling basis until the position is filled. **Please note any applications submitted that do not follow the guidelines above will not be considered.**

FarmSTAND is an equal opportunity employer and values a diverse and progressive workplace. People of color, LGBTQ applicants, people with disabilities, and veterans are all strongly encouraged to apply.