



The National Family Farm Coalition (NFFC) seeks our next **Executive Director** to continue the successful movement-building and advocacy that have been the hallmarks of NFFC for the past forty years. In this era of challenges and threats across our food system, NFFC's leadership is needed more than ever. The new Executive Director will inherit and enhance an already-strong coalition and organization, will center equity, justice, and the health of our communities, and will build coalition power and organizational effectiveness for the next phase of NFFC's work.

About NFFC:

[National Family Farm Coalition \(NFFC\)](#) was founded by our members in 1986, at the height of the 1980s farm crisis, to be a voice for farmers in Washington, DC – and we still are. Today, we are the only national coalition representing grassroots farm, ranch, and fishing organizations in the nation's capital. Through our 30+ member groups, we represent farmers in 42 states. NFFC remains a farmer- and member-led and informed coalition committed to movement building and growing power as we mobilize independent farmers, ranchers, and fisher people to achieve fair prices, vibrant communities, and nourishing food free of corporate domination.

Emerging from a Season of Shared Leadership:

Since 2018, NFFC has been engaged in a shared leadership model with the North American Marine Alliance (NAMA), a bold endeavor that has leveraged shared capacity and created synergies that served both organizations well. For 8 years the two organizations have shared “backbone” functions and staff, including Niaz Dorry, who has served as the director of both organizations.

This shared leadership model is now coming to a successful end. The two organizations will remain close allies and NAMA will continue as a member of NFFC with Niaz Dorry remaining NAMA's Coordinating Director. Both organizations are emerging stronger with larger staffs, healthier budgets, and greater sustained impacts.

NFFC's Board of Directors and staff are collaborating to support a successful transition to ensure that NFFC's incoming Executive Director has a strong and stable foundation from which to launch the next phase of the coalition's ongoing work.

Organizational Strengths:

NFFC is entering this leadership transition in a position of strength marked by our:

- **Recognition as a well-respected and steadfast voice of farmers:** NFFC plays a critical role building community resilience, advancing farmer economic justice, and fighting corporate power in the food system at national and global levels. We are well-respected in international spaces, we have strong relationships with partners and allies, and we leverage our power for the broader movement.



- **Member governance:** Our members are the core of our organization, driving both our governance and strategic planning. Our members are engaged and connected.
- **Strong staff:** Our staff is highly regarded, appreciated, and seen as caring and conscientious. We balance staff autonomy, support, trust, and inclusivity.
- **Financial health:** We are in sound financial shape with strong funder relationships.
- **Social justice framework:** We have centered racial equity, intersectionality, and power analysis in our growth and guiding principles. We strive to elevate underrepresented voices and foster an inclusive culture.
- **Strategic plan:** NFFFC members unanimously adopted our next 5-year Strategic Plan in July of 2025 after a 2-year planning process, reaffirming our mission, vision, guiding principles, strategic goals, and priority campaigns. *Read more about NFFC's Strategic Plan [here](#).*

Priorities Looking Forward:

We are seeking an Executive Director who will embrace, prioritize, and continue to build on these priorities:

- **Member-driven coalition:** NFFC's core identity is that of a grassroots coalition of diverse organizations. Our leadership must be prepared to step into this governance model that embraces shared decision making, ensures centering of our members' voices, and supports consensus building across differences where their voice will be one of many. Like many allied movement spaces, we endeavor to proactively challenge and dismantle existing extractive power structures.
- **Legacy:** NFFC has a powerful 40-year legacy. We are looking for a leader who will embrace that legacy and the wisdom and insights of our longtime members while guiding us into a new phase of our organization, welcoming in new voices, and fostering leadership development among our members.
- **NFFC's role in the movement:** NFFC values collaborative leadership amongst our allies and partners. This role will be responsible for evaluating and informing where and how NFFC is represented in the larger family-scale farmer movement.
- **Leading a growing remote team:** NFFC's staff of 10 has grown quickly in recent years with plans to continue this growth. We need a leader who is deeply committed to navigating our organizational development as we grow, including operationalizing internal systems that prioritize communication, transparency, and equity.
- **Building common ground & interconnectivity:** One of our strengths and guiding principles is finding the interconnectivity among our members and allies, and in uplifting the throughlines from local to regional, federal, and international policy and movements. An ideal candidate will be committed to building deeply rooted solidarity and to counteracting divisiveness as we strive to be more inclusive of marginalized communities such as LGBTQIA, Indigenous peoples, immigrants and women.
- **Culture of care:** Our coalition centers relationships of care for land, for each other,



for our communities, and for our organizations. We seek a leader who will ensure that this approach continues to inform the culture of our organization.

Roles & Responsibilities:

We expect our Executive Director to engage, motivate, and inform our Board of Directors and Executive Committee, member organizations, staff, and funders to ensure consistent organizational effectiveness in alignment with NFFC's mission, vision, guiding principles, and strategic plan through:

- **Fiscal & operational management:** Lead our development and operations teams in order to ensure that NFFC remains well-funded, fiscally responsible, and compliant with federal, state, and local regulations. Develop & manage annual budget of approximately \$1.5 million to ensure that the organization is well resourced and to support appropriate growth.
- **Staff leadership & management:** Lead and unify a diverse remote staff of 10. Strategically develop roles, implement equitable hiring processes, ensure thoughtful onboarding and human resource practices, provide ongoing guidance, and support staff development.
- **Strategic oversight:** Guide the implementation of NFFC's Strategic Plan, ensuring the development and implementation of systems to regularly evaluate progress, document progress and impact, and advance the mission of the coalition in partnership with allies while responding to changing circumstances. Cultivate relationships to deepen movement effectiveness.

Who You Are:

NFFC's new Executive Director must be thoroughly aligned with our mission and values. We seek a compassionate and relational leader who can build partnerships across many different constituencies. You should be grounded in movement building, organizing, and advocacy with family farming and rural communities. The new Executive Director will primarily be responsible for leading and managing internally within the organization and with NFFC's Board of Directors and Executive Committee.

The ideal candidate will encompass the following background, skills and qualities. We **do not** expect you to be an expert in all, but the role will require alignment with and willingness to grow in these areas, and candidates will be evaluated with the following in mind:

- **Experienced leader:** Minimum 5 years experience in nonprofit management, staff management, & leadership that has prepared you to lead a national nonprofit.
- **Food and farmer justice:** Deep, longtime connection and experience in food and



farm movement and our impacted constituents, including organizing experience.

- **Successful fundraiser:** Can help build a more diverse resource base, sustain relationships with existing funders; be creative and persistent
- **Exceptional interpersonal & deep listening skills, and social & emotional intelligence**
- **Fiscal management:** Experience with budgets, audit preparation, cash flow management, etc.
- **Relationship building & sustaining:** Strong relational skills and orientation; connects with all kinds of partners, including across race, move in different spaces, manage different personalities, can handle conflict and tensions.
- **Compassionate, facilitative & inclusive Leader:** Will mentor and support staff, delegate, empower, listen, be inclusive, ask questions and work collaboratively (ideally with grace and humor).
- **Committed to equity including racial equity:** Able and committed to sustain and grow racial equity and equity more broadly personally, interpersonally and institutionally especially centering BIPOC and other marginalized identities.
- **Thinks systemically, systematically & strategically:** Sees the big picture and looks to connect the dots within systems and the movement with opportunities to make progress, win, survive and sustain. Embraces a power analysis that includes thinking across movements and globally.
- **Coalition-oriented:** Experience navigating coalition dynamics & commitment to prioritize member leadership. Ability to work with a diverse range of people to accomplish mutual goals while navigating diverse and complex needs and interests.
- **Ability to hold, share & release power:** Able to be decisive, but willing to compromise, while staying true to principles; doesn't get stuck. Able to discern the right level of inclusivity for a decision and move comfortably between levels of consensus, input gathering, and executive decision making strongly informed by NFFC's mission, vision, and guiding principles.
- **Farming & rural consciousness:** Experience working directly with and ability to relate to our farming, ranching, and fishing members and to navigate the dynamics of building a movement across urban and rural contexts.



Position Parameters:

Location

This is a fully remote position within the US or can be based in our Washington, DC office. Significant travel will be required.

Salary and Benefits

NFFC is an at-will and equal opportunity employer. The Executive Director is a full-time, salaried, exempt position.

The salary range for this position is \$120,000 to \$130,000 annually. Salary is commensurate with experience and location.

NFFC provides health, dental, vision, and life insurance through the Center for Nonprofit Advancement, and offers generous holiday, sick leave, and personal time leave. NFFC matches up to 3% toward employee's SimpleIRA contributions.

How to Apply:

Please send a resume, cover letter, and contact information for 3 references stating why you and this position at NFFC are the right fit for each other, to Jeremy Phillips, our transition consultant at: jeremy.kp@jeremyphillipsconsulting.org

The position is open until filled. Please DO NOT submit AI-generated application materials.

The National Family Farm Coalition is an equal opportunity employer. Read about our commitment to racial equity & diversity [here](#).