

Director of Research

Mission: Cultivating environmentally sound, economically viable, community-focused farms and food systems

Program overview: Through our Farm-Based Research projects, Pasa is advancing an inclusive definition of sustainable agriculture that focuses on measurable outcomes. We facilitate research projects among our community of farmers who operate at diverse scales and employ a vast array of strategies. Our research studies measure the dimensions of sustainability that these farmers care about—the health of their soils, the nutrient-density of their products, and the financial viability of their farm businesses—and identify benchmarks, both for what’s typical and for what’s possible.

Position overview: The Director of Research will be the organizational leader in growing and building our capacity within our research projects to serve an expanding network of farms with essential data resources. This is an exciting opportunity to work directly with innovative farmers and contribute to a change-making model for agricultural research and education.

The Director of Research works closely with Pasa’s research team, including Research Coordinators, Research Scientists, Research Assistants, the Climate-Smart Project Manager. This position will be supervised by the Director of Programs & Services.

This is a primarily remote position with some occasional regional travel (Maine to North Carolina), quarterly farm visits, monthly in-person outreach events in the Northeast, and 2-3 annual in-person staff retreats. All employees are required to attend our annual Sustainable Agriculture Conference, which takes place each February in Lancaster, PA. Employees must comply with Pasa’s remote employee policies.

Responsibilities

- Direct Pasa’s research strategy and vision, with an inclusive definition of farming and research
- Advocate for our research program, the growers who are collaborators and our project partners
- Oversee the successful execution and expansion of Pasa’s research projects, including into urban and forested soils
- Oversee protocols and systems for efficient data organization, storage, and quality control

- Share Pasa’s research findings and applications to a diversity of audiences through resources, events, and presentations
- Represent Pasa through speaking engagements, collaborations, and on boards and committees
- Be a key advisor on data analysis, interpretation, and application, as well as presentation of research results
- Maintain effective partnerships with allied businesses, organizations, universities, and agencies working on sustainable agriculture research (including technical expertise and support for regional growers)
- Serve as lead on peer-reviewed journal articles when appropriate
- Stay informed on innovations, trends, and potential knowledge gaps within sustainable agriculture research
- Hire and supervise members of the research team, including staff working in Pasa offices or remotely
- Manage grant writing and reporting efforts supporting research programs
- With support, occasionally contribute to general operating grant writing and reporting efforts, as requested.
- Create, manage, and report on annual budgets for research programs
- Contribute to the continual improvement of Pasa’s systems for evaluating program success

Qualifications

- Exemplary equity-focused supervisory approach; commitment to maintaining a supportive, functional, service-oriented workplace
- PhD in a relevant agricultural, environmental science, or sustainability field
- Successful grant writing record
- Thorough understanding of current topics and challenges in sustainable agriculture
- Experience setting strategic program goals
- Experience in communicating complex ideas to diverse audiences, including written publications and public speaking
- Practical experience farming or direct work with farmers

Preferred qualifications

- 1–5 years of production agriculture experience or technical assistance experience
- 3+ years of experience working with Pasa staff or programs or for a peer organization
- Project management experience
- Experience with adult-focused educational programming
- Familiarity with Google Workspace (Gmail, Calendar, Drive, etc.)
- Demonstrated commitment to diversity, equity, inclusion, and justice (DEIJ)
- Working Proficiency in Spanish

Compensation: This is a full time exempt position. Annual salary is based on experience and is negotiable within the range of \$78,000 to \$85,000. Benefits include health, vision, and dental insurance; 401K retirement match; flexible scheduling; twelve paid holidays; and a generous leave policy. A work computer is provided, and work-related travel expenses are reimbursed.

How to apply: We are committed to advancing diversity, equity, inclusion, and justice through our hiring practices. This entails reviewing application materials anonymously (without the applicant's name exposed) to help prevent potential unconscious bias. Please remove your name and email address from your cover letter and resume. Please adhere to the following protocol when submitting your application materials:

- **Step 1: [Complete this short questionnaire.](#)** All applicants are required to complete this anonymous questionnaire to (1) help us know whether this job opportunity has been accessed by a diverse pool of candidates and (2) to receive an applicant ID number to continue the application process. Your anonymous survey responses are not connected to your application materials and will not affect hiring decisions.
- **Step 2: Record your applicant ID number.** After completing the above questionnaire, you will receive an applicant ID number. This number is unique to you and your application.
- **Step 3: Name your resume as “[Applicant ID] Resume” (e.g. 123456 Resume).** Please do not include any part of your name in the file name (e.g. don't use “Doe 12345 Resume”).
- **Step 4: Name your cover letter as “[Applicant ID] Cover Letter” (e.g. 12345 Cover Letter).** Please do not include any part of your name in the file name (e.g. don't use “Doe 12345 Cover Letter”).
- **Step 5: Upload your resume and cover letter.** Upload instructions will appear upon completing the questionnaire above. You will also be emailed an upload link.

Reminder: Application materials should *not* contain your name or email address.

Initial interviews will be conducted remotely via Zoom beginning immediately. Job postings will remain open until the position is filled. Anticipated start date for this position is early-to-mid January 2023. If you have any questions, please contact jobs@pasafarming.org.

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Employee value statement

We are passionate about effectively advancing our mission. We value employees who:

- share our passion and can clearly communicate the value of our work to others;
- consider how we can do things smarter and more efficiently;
- anticipate and address roadblocks or other challenges;
- stay current on trends in the field;
- embrace and accommodate change; and
- continuously advance their knowledge and skills through professional development.

We strive to create a work culture that promotes both independence and collaboration.

We value employees who:

- are committed to fostering a connected, respectful, and responsive work environment, whether work is being conducted remotely or in person;
- exemplify honesty and integrity;
- possess excellent interpersonal skills;
- exercise good judgment and take initiative when needed; and
- can recognize when to ask others for advice, feedback, or support.

We take pride in the quality of our work. We value employees who:

- consider the big picture while paying close attention to accuracy and detail;
- can clearly and thoughtfully communicate in person and in writing;
- are highly organized; and
- thrive in a fast-paced, professional work environment.

We are an equal opportunity employer and encourage people of color; Indigenous people, LGBTQ+ people; veterans; people with disabilities; people who have been formerly incarcerated; and others who are underrepresented within the environmental nonprofit sector to apply.

COVID-19 staff policy: As of October 24, 2022, Pasa staff are not required to be vaccinated as a condition of employment. However all staff must privately disclose their vaccination status to Human Resources upon hire. All staff, regardless of vaccination status, are required to conduct COVID-19 rapid tests before and after attending any indoor event or meeting hosted by Pasa. This policy is subject to change as the COVID-19 pandemic continues to evolve.