

Climate-Smart Program Director

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

Project overview: Pasa's Climate-Smart program offers an innovative approach to implementing regenerative and resilient practices on 2,000 working farms from Maine to South Carolina. We'll work to engage those farms in our Soil Health and Financial Benchmark Studies, deepen this research to examine cutting edge approaches to carbon sequestration measurement systems, and expand market opportunities for climate-smart farms.

The Climate-Smart Program Director will have an exciting opportunity to run a multi-year, highly collaborative project through a role that is both highly technical and highly relationship-centric.

This is a primarily remote position with regular regional travel, in-person workdays, 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

- Creatively and courageously lead Pasa's Climate-Smart program
- Holistically understand, build, implement, track, and report on the Climate-Smart program, following all funder guidelines and protocols
- Build and oversee a team of 11 technical service providers across a wide geographic range
- Work with Pasa's finance team to oversee an annual grant budget of \$10M
- Work with Pasa's technology team and partners to provide farmers with technology tools which allow us to follow their research, learning and marketing journeys
- Work with Pasa's communications team to design engaging farmer outreach materials
- Work with Pasa's food systems team to support the development of new climate-smart markets grower's climate-smart commodities
- Work with Pasa's grants management team to track and report on grant metrics and deliverables
- Ensure the project aligns with organizational values, including a commitment to diversity, equity, inclusion, and justice (DEIJ)
- Collaborate and communicate effectively with Pasa program areas and strategic services areas to ensure successful execution of project deliverables
- Collaborate and communicate effectively with all external partners and stakeholders who have committed to:

- Encouraging every farmer to see themselves as a valuable player in the global climate strategy and to have a deepened understanding of the economic and environmental benefits of climate-smart practices;
- Recruiting and supporting farmers to advance adoption of climate-smart practices on their farmland;
- Coordinating farmer community-science in alignment with the Pasa Soil Health Benchmark Study to improve access for farmers to comparatively analyze their own and peer farm-level carbon benefits and engage in peer-to-peer learning;
- Promoting equitable participation of farmers including smallholders, early adopters, and those who have historically been underserved;
- Providing or securing technical service in the areas of climate adaptation planning;
- Coordinating with Pasa to approve farmer stipends, training, and financial incentives for practice implementation and marketing;
- Compensating indigenous communities for sharing their knowledge and experience with traditional practices, from which “climate-smart” practices have evolved; and
- Providing education on the environmental co-benefits of climate-smart practices like water quality, soil health, and ecosystems resiliency.
- Represent Pasa and the Project through public speaking engagements and technical presentations

Qualifications

- Degree in an agriculture or science-related field or equivalent experience
- Demonstrated management and supervisory experience with large, multi-partner grants or projects
- Demonstrated research or data management
- Excellent supervisory experience, including building a team and remote supervision
- Excellent written and verbal communication skills
- Experience with organizational or project budgets of 10M+

Preferred qualifications

- Marketing or business experience or degree
- Familiarity with Google Workspace (Gmail, Calendar, Drive, etc.)
- Practical agriculture experience
- Practical technical assistance experience

Compensation: This is a full-time exempt position. Annual salary is based on experience and is negotiable within the range of \$78,000 to \$88,000. Benefits include health, vision, and dental insurance; 401K retirement match; flexible scheduling; twelve paid holidays; and a generous leave policy, along with a work computer provided, travel expenses and mileage reimbursement.

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 in March. Job postings will remain open until the position is filled. The anticipated start date for this position is April.

If you have any questions, please contact jobs@pasafarming.org.

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.