



WASHINGTON FARMLAND TRUST

Sustaining a Future for Farming

Position: Farm to Farmer Statewide Manager
Reports To: Farm to Farmer Director
Location: Remote position, based in Washington State
Salary Range: \$60,000-\$62,000

About Washington Farmland Trust

Washington Farmland Trust is a 501(c)(3) nonprofit organization dedicated to sustaining a future for farming. Founded in 1999, we protect and steward threatened farmland across Washington. We keep land in production by making it accessible to a new generation of farmers.

At Washington Farmland Trust, [our values](#) guide everything we do. We encourage all applicants to learn more about our programs and strategies at wafarmlandtrust.org.

About the Position

Farm to Farmer is a full-service program of Washington Farmland Trust (WFT) that helps people find the land opportunities they need to grow their farm businesses and/or promote food sovereignty, and landowners sell or lease their land to keep it in farming. The manager will provide technical assistance to WFT's clients across Washington. They will also be integral to building relationships with partners and helping shape creative land tenure and financing models to increase land access and ownership for farmers from marginalized groups including Black, Indigenous, Latine/o, Asian, and other people of color as well as those who are immigrants and/or who served in the U.S Military, national guard or reserves.



WASHINGTON FARMLAND TRUST

Sustaining a Future for Farming

The successful applicant will help advance the organization and shape the evolution of WFT's farmland access tools and programming to center the needs and barriers facing farmers from socially disadvantaged and marginalized communities. Applicants should demonstrate an ethos grounded in equity and social justice and have experience working to create a more inclusive food and farming system. They will be joining the organization at a critical inflection point as WFT pursues deep, internal transition and lasting programmatic commitments to justice and equity in agricultural conservation and farmland access. We are seeking a colleague who approaches this work with compassion, vulnerability, empathy, curiosity, and humility.

This is a 36 hours/week (1 FTE) position that reports to the Farm to Farmer Director and requires close collaboration with staff across the organization, as well as Farm to Farmer network partners. Washington Farmland Trust maintains a small physical office space in Seattle. However, many of the WFT team are currently working remotely and we encourage applicants based anywhere in Washington State for this position.

Essential Duties & Responsibilities

- Provide one-on-one technical assistance to farmers, farmer collectives, and community organizations, with a particular emphasis on supporting farmers from marginalized groups including Black, Indigenous, Latine/o, Asian or other people of color, immigrants, and/or those who have served in the U.S. Military, national guard, or reserves. Types of support include: clarifying land goals, identifying priorities for suitable land, understanding financing options and financial readiness, recognizing aspects of equitable farm leases, and completing due diligence on specific farm properties
- Support farmer collectives and community organizations in implementing creative land tenure and financing models
- Collaborate with farmer training and incubator programs to assist graduates in finding their next properties



WASHINGTON FARMLAND TRUST

Sustaining a Future for Farming

- Provide one-on-one technical assistance for landowners in transitioning or leasing their land to farmers via in-person site visits, or over phone, email, or text. Types of support include: clarifying goals, identifying barriers for food production, developing equitable lease agreements, supporting the implementation of land transition plans, and connecting them with service providers and resources
- Work closely with the Washington Department of Veterans Affairs (WDVA) to help landholders who are former members of the U.S. military, national guard, or reserves in leasing or selling their properties to farmer veterans
- Make introductions between landowners and farmers looking for land
- Work with the Farm to Farmer team and Farm to Farmer coordinators to innovate on existing tools and create new tools to reduce barriers to land access and ownership
- Cultivate relationships with brokers, lawyers, and other program partners to offer services to landholders and farmers looking for land
- Partner with translators to deliver technical assistance and create materials in multiple languages
- Represent WFT at community events and conferences
- Complete timely and accurate data entry and support the maintenance of Farm to Farmer's Salesforce CRM
- Manage Farm to Farmer's general email account
- Work closely with the Farm to Farmer team, partners, and the development team to implement a funding strategy to sustain the Farm to Farmer network
- Lead and support efforts to deepen WFT's organizational commitments to justice, diversity, equity, and inclusion, including rotating membership on WFT's Equity Committee and its intersectional focus groups
- Participate in fundraising and other activities to support organizational development

Additional requirements

- Valid, insurable driver's license/record
- Willingness to travel throughout WA state for site visits, conferences, and other events



WASHINGTON FARMLAND TRUST

Sustaining a Future for Farming

- Ability to comfortably and effectively navigate a hybrid work environment - a combination of working remotely at a computer (as a member of a highly collaborative team) and being out in the field, walking properties with landowners, and meeting with farmers

About You

We are seeking self-motivated applicants with the following experience, skills, and attributes: *(Please note: Some on-the-job training will be available and expected, therefore applicants with limited experience in the following should still apply)*

- You have a deep and demonstrable commitment to increasing land access and ownership for farmers from historically marginalized groups and building an inclusive farmland access movement in Washington.
- You have experience running a business, business coaching, or have provided technical assistance through a case management approach in a former role.
- You have experience in land management, transactions, or conservation (preferred, but not required).
- You understand the historical context for racial inequity and its present-day implications, and are driven to make creative and concrete changes through building new solutions/structures and challenging the flawed system.
- You are comfortable talking about race, gender, and other identities in plain (non-euphemistic) and specific terms and are able to hear, reflect, and act on feedback re: identity and equity.
- You take pride in providing clear, helpful information and get back to people in a timely manner. You follow through on commitments and are accountable when timelines shift. You're able to provide high quality assistance to dozens of Farm to Farmer clients simultaneously.
- You listen closely and employ curiosity to understand people's needs and concerns. You meet people where they are, identify barriers and propose ideas to improve access. You build authentic relationships with others based on mutual trust and respect across lines of difference. You're invested in helping others grow.
- You grasp the subtleties of complex issues and identify patterns in challenges. You create insightful ways to tackle challenges, expand access, and produce positive



WASHINGTON FARMLAND TRUST

Sustaining a Future for Farming

change.

- You seek and engage well with feedback and see mistakes as learning opportunities. You're willing to innovate and fail in order to make an impact.
- You have a collaborative approach to planning and decision-making.
- You notice errors that others might overlook and fix them; have a track record of leaving things better than you found them.
- You proactively ask for help, anticipate problems, and course-correct where needed.
- You're comfortable with technology and learning new tools and platforms.
- You have or can create a system for keeping tasks from slipping through the cracks. Able to juggle competing demands and prioritize without sacrificing quality.
- You have conversational language skills in Spanish, Hmong-Mein, or Swahili (preferred, but not required.) We currently work with farmers that speak these languages and are aiming to develop long-standing, mutually beneficial relationships with these communities
- You are a part of or have experience with the Service Member Veterans and Family (SMVF) community (preferred, but not required)

What it's like to work with us

Washington Farmland Trust offers a generous benefits package:

- **Keep yourself and your family healthy.** Employer-sponsored medical, dental, and vision plan with optional coverage for domestic partner and/or dependents at additional cost
- **Save on expenses.** Flexible Spending Account with pre-tax savings on eligible health, travel, and child care expenses
- **Take time off.** Paid vacation and sick time, plus 11 paid Federal holidays and two flex holidays per year.



WASHINGTON FARMLAND TRUST

Sustaining a Future for Farming

- **Find balance.** 36-hour work week
- **Save for your future.** Retirement plan, with organizational contribution of 5% of salary
- **Care for loved ones.** Access to Washington's Paid Family Medical Leave Benefit
- **Sharpen your skills.** Professional development funds are available for all employees
- **Improve your home office.** Monthly stipend for mobile phone and funds available for home office supplies
- **Support farmland in style.** Discount on gear from [Outdoorly](#)

Our commitment to equity:

Washington Farmland Trust is an Equal Opportunity Employer and is deeply committed to and investing in organizational transformation for diversity, equity, and inclusion. Everyday, we work to address and confront the racism and bias that exist within ourselves, our workplace, our programs, and our field — striving to create a culture that is welcoming to all. To achieve true organizational transformation, we aim to:

- Create an inclusive workplace culture.
- Deliver our mission to more communities across Washington.
- Work every day to dismantle the racism and white supremacy that has shaped our movement.

People of all ages, races, gender identities, sexual orientations, and veteran statuses are encouraged to apply. Equity is essential and a core part of who we are. We believe different voices, opinions, and lived experiences are central to achieving our mission, and that all people deserve equal access to land and farming.



WASHINGTON FARMLAND TRUST

Sustaining a Future for Farming

To Apply

Please email resume and cover letter to Nayla Jiménez Cabezas at apply@wafarmlandtrust.org. In your cover letter, please:

1. Speak to how your professional goals and experience align with the responsibilities of this position
2. Describe how you would draw on your lived experience and/or your commitments to diversity, equity, and inclusion to grow the reach of the Trust's mission and impact
3. Share an example of how you have applied one or more of the WFT values [found here](#) to advance your work

Applications will be accepted until the position is filled. **A first round of application reviews and interviews will take place on a rolling basis starting Tuesday April 18, 2023.** The anticipated start date for this position will be in early June but may be flexible as individual circumstances require.

If you are interested in applying for this position but have questions about Washington Farmland Trust or the role, please sign up for a time slot to meet with us on April 12, 2023 during our Virtual Meet and Greet (available times between 10am PT and 1pm PT) by emailing apply@wafarmlandtrust.org.

For any additional inquiries about this position, please email Farm to Farmer Director Nayla Jiménez Cabezas at apply@wafarmlandtrust.org.