

Senior Program Associate, Equity and Conservation on Working Lands

Status:	Full Time, Non-Exempt
Reports To:	Senior Program Manager, Equity and Conservation on Working Lands
Supervisory:	Non-applicable
Primary Office:	Remote within Northern California
Salary:	\$50,000 - \$70,000 commensurate with experience

JOB SUMMARY:

Join California FarmLink's Equity and Conservation on Working Lands (ECWL) team to support the prosperity of California farmers and ranchers, ensure equitable access to economic opportunity, and support environmental stewardship and vibrant local food systems. This position plays a key role in supporting FarmLink's land access and conservation activities.

The Senior Associate is a critical member of FarmLink's Land Access and Farm Business Education Program, consisting of land tenure experts, farm business educators, and technical assistance providers. Serving as a technical assistance provider for farmers and landholders across California, the Senior Associate will manage relationships with farmers by administering FarmLink's Land Portal and facilitating land tenure technical assistance tailored to farmer needs.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Assist farmers with negotiating and developing secure agreements, finding land for lease or sale. Facilitate process to resolve tenure-related issues that arise between farmers and landholders.
- Manage and update an online portal of landseekers, and land for lease or sale. Assist new landseekers, landholders, and farm businesses with online form submission and profile creation. Field client inquiries to assess technical assistance needs, program eligibility, and suitability of land opportunities. Provide clients with information on land leasing, land purchasing/sales, alternative land tenure options and relevant referrals or resources.
- Create and update resources that will support farmers and landholders in the process of seeking and leasing land, purchasing or selling land or businesses, and succession planning.
- Maintain records of client interactions using Customer Relationship Management (CRM) software, including Salesforce and Outcome Tracker. Provide reports on program activities and client work as requested.
- Establish and deepen relationships with landholding institutions (i.e. regional land trusts) to increase FarmLink's capacity to offer quality land opportunities. Outreach to underserved agricultural communities to educate and support farm businesses in accessing land and secure tenure.

POSITION REQUIREMENTS

Applicants who do not meet all of the qualifications are still encouraged to apply.

- Minimum AA in business administration with 2-4 years other related experience. Bachelor's in agriculture, community development, planning, agronomy, environmental studies or other related field, or the equivalent combination of education and work experience.

- Knowledge of real estate and land-use issues, familiarity with agricultural businesses and federal and state agricultural programs, conservation strategies and emerging issues.
- Ability to communicate the written and spoken word with tact, diplomacy, and authority fluently in English and Spanish.
- Knowledge of community development finance is a plus.
- Flexible, creative, and interested in finding new problems, innovating new solutions and demonstrating collaborative leadership to engage diverse stakeholders.
- Ability to work under pressure of many priorities and deadlines and to manage short term and long term projects simultaneously.
- Excellent interpersonal skills, comfortable working with people of varied cultural backgrounds including those with English as a second language.
- Excellent organizational skills, well disciplined, able to meet deadlines, self-starter.
- Knowledge and experience using MS Word, Excel and Google Suite tools. Knowledge and experience using CRM software (i.e. Salesforce) a plus.

California FarmLink offers a generous benefits plan, including health insurance after 30-60 days (depending on start date), employer contribution to 403b retirement plan, paid vacation, and a family-friendly and flexible work environment. California FarmLink maintains a drug-free workplace and is an equal opportunity employer. ***We seek candidates that represent the diversity of the communities we serve, and strongly encourage you to apply.***

How To Apply

Please use subject line "ECWL Senior Associate" to email a thoughtful cover letter explaining your interest in the position and organization with resume to: info@cafarmlink.org. No phone calls please. Posted December 2021; applications accepted on a rolling basis; open until filled.

Who We Are

The mission of California FarmLink is to invest in the prosperity of farmers and ranchers through lending, education, and access to land. We value equitable access to opportunity, resilient working landscapes, fairness and accountability, and learning from diverse farmers and ranchers. For more info, and to learn about FarmLink's commitment to Diversity, Equity and Inclusion:

<https://www.californiafarmlink.org/dei-principles/>