



JOB POSTING

Director of Agriculture

ABOUT US

Inter-Faith Food Shuttle envisions a hunger-free community. We feed our neighbors, teach self-sufficiency, and grow healthy foods by cultivating innovative approaches to end hunger. As a member of Feeding America, the Food Shuttle distributes over 14 million pounds of food per year, 47% of which is fresh produce. Through programs such as Grocery Bags for Seniors, Backpack Buddies, School Choice Pantries, Community Health Education, Mobile Markets and Pantries, the Culinary Apprenticeship Program, Learning Gardens, and our 16-acre farm, we meet our neighbors where they are and help them on their path to self-sufficiency.

The Director of Agriculture is responsible for providing strategic program and operational management for Inter-Faith Food Shuttle's Agriculture programs, including Agriculture Education, the Food Shuttle Farm, and Community Gardens spanning four sites in Raleigh and Durham, N.C. The Director leads three collaborative teams for each respective program, each led by a dedicated manager. The scope of the position includes all aspects of crop production and overseeing volunteer activities to ensure program goals are met. This role is based at the Food Shuttle Farm in Raleigh, N.C.

DUTIES AND RESPONSIBILITIES

- Co-develop strategies and contribute to all areas of the Food Shuttle's Agriculture teams including planning, prospecting, cultivation, new business development, donor deliverables, board solicitation, and reporting.
- Plan, coordinate, and oversee all aspects of Food Shuttle Agriculture operations, including volunteer resources, field and greenhouse management, crop planning, IPM, harvest and post-harvest activities, storage, and transportation as necessary.
- In collaboration with EVP, co-develop vision and execute strategic goals for departmental operations and programs, ensuring alignment with organizational goals and priorities.
- Provide high-level oversight for the Farm and Learning Gardens, ensuring safe, sustainable, and efficient practices across all sites and operations.
- Co-develop and manage annual and monthly departmental operations budgets and resource allocation, including facilities, equipment, and materials, to ensure all operations are conducted efficiently and within budget.
- Collaborate interdepartmentally to co-create crop plans, harvest schedules, storage and pickup logistics, and other strategic initiatives to support departmental and organizational goals.
- Act as a key liaison for internal and external stakeholder engagement with community partners, educational institutions, and donors to co-design, co-develop, and co-create community-led solutions.

- Identify and co-create opportunities for personnel and program growth and innovation.
- Lead the development of new initiatives, such as expanded educational offerings, community partnerships, or new projects, from concept to implementation.
- Oversee the creation and maintenance of record-keeping mechanisms to track and communicate progress.
- Collect, analyze, and report data to internal and external stakeholders.
- Attend and participate in all departmental, staff, and development meetings, reporting progress and collaborating across departments for more effective programming.
- Model a proactive, inclusive, collaborative, and adaptable leadership style, fostering teamwork and accountability across department.
- Provide mentorship, guidance, and professional development opportunities to the Agriculture Team, fostering a culture of collaboration, excellence, and continuous improvement.
- Ensure all practices and operations comply with relevant local, state, and federal regulations.
- Ensure compliance with relevant food safety standards including Feeding America and USDA GAP.
- Communicate safe, sustainable, and efficient methods of agriculture operations and protocols with management, staff, interns, and volunteers.
- Champion the use of sustainable and regenerative farming practices, staying current with industry trends and research to implement best practices.
- Represent the organization externally at local events, conferences, and high-level partner meetings, positioning the organization as a trusted, results-oriented collaborator in the agriculture and food systems space.
- Travel frequently (<25%) within the Food Shuttle's seven-county service area in Central N.C. and travel occasionally (<5%) domestically with pre-approval to cultivate partnerships and represent the organization at key events and convenings.

QUALIFICATIONS

Required

- Bachelor's degree or equivalent combination of education and experience in Agriculture, Agroecology, Agribusiness, Environmental Science, or a related field
- 7+ years of project and/or program management experience
- 5+ years of leadership experience, managing multiple teams and/or departments
- Demonstrated experience in strategic planning, budget management, and operational oversight of agricultural sites
- Valid North Carolina Driver's License and insurable driving record

Preferred

- Master's degree or equivalent combination of education and experience in Agriculture, Agroecology, Agribusiness, Environmental Science, or a related field
- Certification in project management (e.g., CAPM, PMP, etc)
- Experience with regenerative agriculture, crop planning, field preparation and cultivation, and organic IPM principles and methods

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of sustainable and regenerative agriculture principles and practices.
- Strong leadership and people management skills, with the ability to inspire and motivate teams.
- Excellent communication and interpersonal skills, capable of building strong relationships with a wide range of internal and external stakeholders.
- Demonstrated ability to manage complex projects and multiple priorities in a fast-paced environment.
- Exceptional problem-solving and decision-making abilities.
- Demonstrated ability to work steadily and independently with minimal supervision.

CORE COMPETENCIES

- *Persuasive Communication*: Conveys clear and effective messages using verbal and written communication within individual, small group, and formal presentation settings. Communicates project/strategic priorities and updates to key stakeholder audiences that may include board, staff, network food bank members, donors, and other groups.
- *Building Collaborative Relationships*: The ability to develop, maintain, and strengthen partnerships with others inside or outside the organization who can provide information, assistance, and support.
- *Translates Strategy to Operational Goals*: Constructs project plans aligned with organization and department strategies and priorities. Makes data- and fact-based decisions aligned with department and organizational strategy. Translates project goals into SMART team and/or individual goals consistent with overall department strategy.

WORKING CONDITIONS

Work is value, goal and deadline oriented with frequent interaction with volunteers. Computer work is expected, with extended hours as needed. Potentially heavy physical work in the outdoors, in all weather conditions and temperatures can be anticipated.

PHYSICAL REQUIREMENTS

Must be able to lift 40 lbs.

DIRECT REPORTS

Agriculture Education Manager, Community Garden Manager, & Farm Manager

EEO and Everify

Equal Employment Opportunity (EEO) Inter-Faith Food Shuttle provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity.

ADA Compliant: Inter-Faith Food Shuttle is committed to providing access, equal opportunity and reasonable accommodation for individuals with disabilities in employment, its services, programs, and activities. To request reasonable accommodation, contact the HR department.

Inter-Faith Food Shuttle validates the right to work using E-Verify. Inter-Faith Food Shuttle will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each new employee's Form I-9 to confirm work authorization.

COMPENSATION & BENEFITS Pay Rate: \$65k-\$70k based on qualifications and experience. Benefits include medical, dental, life, and long-term disability insurance. Simple IRA retirement plan with matching contribution. Paid Time Off (PTO) and twelve (12) paid holidays.

TO APPLY

Please send **resume and cover letter** to recruiter@FoodShuttle.org

Inter-Faith Food Shuttle is an Equal Opportunity Employer. We respect and seek to build a team of individuals from diverse cultures, perspectives, skills and experiences.