Partnerships Director

About the National Farm to School Network
National Farm to School Network (NFSN) is an information, advocacy, and networking hub for communities working to bring local food sourcing and food and agriculture education (including school gardens) into schools and early care and education settings. Farm to school activities, when firmly centered in equity, can create opportunities for children and families to make their own food choices, while strengthening the local economy and contributing to vibrant communities. NFSN provides vision, leadership, and support at the state, regional, and national levels to connect and expand the farm to school movement. Our network includes national staff, partners from states, Washington D.C., U.S. Territories, and Native nations, an advisory board, and thousands of farm to school supporters. For more information, please visit www.farmtoschool.org. NFSN is a project of Tides Center, the nation's largest fiscal sponsor. Tides Center is a nonprofit organization based in San Francisco that works with individuals, groups, and funders to implement and accelerate positive social change in the nonprofit sector. For more information, please visit www.tides.org.

Position Description
Working closely with the Programs Director and Policy Director, the Partnerships Director will build, manage, and engage NFSN partners as leaders in the Farm to School Movement. Responsibilities include partner cultivation strategy and relationship building; capacity building, technical assistance, resource development; and overall management of partner structures, services, and outreach. The ideal candidate will be deeply committed to centering racial and social equity in all aspects of work, have the ability to lead and facilitate diverse groups in working across difference and through conflict, and bring both passion and experience to implementing NFSN's mission and Call to Action. This is a full time, 40 hour per week position that reports directly to the Executive Director.

Essential Duties and Responsibilities
• Provide strategy and leadership for NFSN partnerships including structure, engagement, and movement building; ensure alignment with NFSN's mission and strategic priorities
• Grow and deepen partner engagement in organizational initiatives, collaborating with the Policy and Programs Directors to ensure organizational strategies are partner driven
• Cultivate authentic and diverse partnerships with organizations that embody NFSN's values
• Provide strong, effective leadership that models equity-centered relationships; ensure partners have the resources and supports necessary to collaborate towards NFSN's Call to Action
• Ensure partner spaces and activities center and elevate leadership of Black, Indigenous, and other partners of color in a manner that both honors expertise and acknowledges historical and current systemic inequities
• Manage partner memberships, including partner recruitment and approval criteria, onboarding, outreach, and data tracking
• Plan and implement partner programming. Lead engagement activities, workshops and conferences, training and listening sessions, and resource development
• Evaluate partner structures, engagement, and programming. Establish and lead the realization of equitable and ambitious metrics
• Collaborate with communications staff to develop partner messaging, content, and outreach strategies; highlight partner work in NFSN’s messaging and storytelling
• Contribute to fundraising as needed, including funder communications, grant writing and reporting
• Represent NFSN in speaking engagements, including conferences, workshops and addressing the press
• Manage and/or contribute to grant-funded projects as needed

Other Duties and Responsibilities
• Prepare for and participate in staff meetings
• Complete organizational reporting and tracking activities
• Attend relevant conferences and events, on behalf of NFSN, as needed
• Participate in individual and organization-wide initiatives to deepen capacity to center work in equity
• Travel as needed

Education and/or Experience
At least 5 years of demonstrated success in the following:
• Managing partnerships and building relationships
• Leading strategy and implementation of racial equity initiatives
• Organizing and/or coalition building for diverse groups
• Developing and implementing strategy and tactics with measurable outcomes
• Collaborating across teams to achieve goals
• Planning and speaking at events

The following is preferred:
• Experience in policy advocacy
• Existing relationships with organizations and influential leaders that align with NFSN’s values
• Lived experience from communities that NFSN seeks to partner with and support, including BIPOC communities

Knowledge, Skills, and Abilities
• Passion for racially just food systems and knowledge of historic and current barriers to achieving them
• Familiarity with farm to school, community food systems, education, nutrition, and/or agriculture
• Ability to understand community level engagement and translate it into national level strategy
• Ability to work in and lead diverse coalitions and/or collaborative settings including consensus building, conflict resolution and strong facilitation skills
• Excellent oral and written communication skills
• Polished presenter, able to deliver strong presentations in-person and virtually
• Ability to motivate and inspire others to act
• Collaborative nature, skilled at developing effective, equity-centered relationships with colleagues, partners, and contractors
• Exceptional trouble-shooting and problem-solving skills, ability to resolve issues proactively and creatively
• Ability to operate in a remote work environment, including proficiency with web-based engagement
• Ability to operate in a fast-paced environment, handling multiple tasks
• Excellent time management and organizational skills
• Ensures completeness, accuracy, and timeliness in all work

Organizational Relationships
The Partnerships Director will be a member of the Programs and Policy Team and report directly to the Executive Director. In collaboration with the Programs Director and Policy Director, the Partnerships Director will provide leadership for NFSN programs and policy initiatives and will participate in NFSN Leadership Team as needed.

Compensation and Benefits
This is a full-time (40 hours per week), exempt position with a salary of $70,000 and a generous benefits package that includes:
• Paid holiday, vacation, sick, and family leave
• Medical, dental, health, and vision
• 403(b) retirement plan with employer match contribution up to 5%
• Employee Assistance Plan
• 100% remote work with flextime policy
• Work From Home (WFH) Stipend for remote work expenses
• Professional development assistance

Culture
NFSN is undergoing significant transformation to align internal systems and external programming with NFSN's Call to Action. This includes updates to our mission, vision, and core values, and ongoing assessment and refinement of NFSN practices, policies, and programs to identify and address white supremacy culture. Work is in progress and requires all staff – including new
employees – to possess a deep commitment to racial equity and to disrupting inequities, both organizational and systemic.

**Physical Demands**
This position requires approximately 8 hours per day either sitting at a desk (responding to emails, developing materials, or being on the phone), or attending meetings outside of the office. This position requires some travel to conferences and events within the United States to represent NFSN, and to attend organizational events and meetings (travel is currently on hold for COVID-19 but will resume when safe).

**Work Environment**
This is a remote position that includes travel. Applicants may be located anywhere within the United States with accessible travel options. This position will be working from a remote office / home office set up. While performing the responsibilities of the job, these characteristics are representative of the environment the employee will encounter: a basic office environment and possible visits to schools or farms, conference centers, or hotels where events are being held.

**To Apply**
This position is open until filled. Candidates are encouraged to apply early. To apply for this position, please complete this screening form: [https://forms.gle/bF1guwbUb4hFWZSEA](https://forms.gle/bF1guwbUb4hFWZSEA). Candidates who advance past the screening will be asked to submit a resume and participate in interview(s). Final candidates may be asked to complete assessment activities, provide existing work product samples, and/or provide contact information for three professional references. NFSN will provide final candidates a $100 stipend for time committed to this hiring process.

*National Farm to School Network, a project of Tides Center, is an “at-will” and equal opportunity employer. Applicants and employees shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, mental or physical disability, sexual orientation, gender (including pregnancy and gender expression) identity, color, marital status, veteran status, medical condition, or any other classification protected by federal, state, or local law or ordinance. Applicants from groups most impacted by systemic inequities, including people of color, are strongly encouraged to apply.*

*Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. Please advise in writing of special needs at the time of application.*