

Hmong American Farmers Association

TITLE: Capacity Building Director

COMPENSATION: Annual Salary (\$65,000-75,000) Plus Generous Benefits

SUPERVISOR: Executive Director

The Hmong American Farmers Association (HAFA) is seeking to hire a Capacity Building Director to develop and supervise HAFA's programs, farmer member relations, and strategic partnerships.

HAFA is a social justice organization that is committed to advancing the economic, social and cultural prosperity of Hmong American farmers through advocacy, economic development, capacity building and research. More specifically, HAFA uses an organizing approach to work with its members and other farmers in the Hmong community to access land, equipment, capital and trainings so that they can improve their farming operations, and thereby, lift their families out of poverty. As a member based organization, HAFA was started by and is led by Hmong American farmers.

The Position

The Capacity Building Director will serve as the organization's deputy and will be responsible for overseeing HAFA's programs, membership services, and strategic partnerships. Responsibilities may include but are not be limited to:

- Promoting a racial justice and farmer-centered equity model in the farming and food sectors;
- Supervising HAFA staff, interns and volunteers including farm manager, farmer advocates and other seasonal workers;
- Assisting in the development and growth of HAFA statewide and national partners and allies;
- Collecting and analyzing data for grant deliverables;
- Leading the team to grow farmers' ability to be successful including implementing and innovating HAFA's many programmatic services such as:
 - Training Curriculum and Training Program
 - Management of the HAFA Farm and Soil Health
 - Research Projects
 - Crop Insurance/ Crop Mapping/ Crop Planning and Crop Loss Claims Process
 - Federal Programs such as EQIP and CRP
 - Whole Farm Planning
 - Record Keeping
 - Farm Business Management
 - Farm Equipment Purchases
 - Accessing Microloans
 - Food Safety and Post-Harvest Handling
 - Community Supported Agriculture (CSA) customized programs;
- Conducting regular meetings and communication with the Executive Director and other senior level staff; and
- Using community organizing tactics and strategies to grow intergenerational and community wealth for Hmong farmers.

This position will also be responsible for speaking on behalf of HAFA and reaching out and recruiting new members to the organization. These duties may include but are not limited to:

- Performing timely outreach;
- Representing the organization in front of various media outlets and at public events; and
- Organizing and managing companywide events.

Requirements

The ideal candidate should be highly motivated, a critical thinker, and possess excellent interpersonal, written, and oral communication skills. He or she must be detail oriented, mature, and be willing to work hard. HAFA operates in a mission driven and fast pace manner, and the ideal candidate must be able to work with Hmong farmers and lead team members; work under tight deadlines in unpredictable weather conditions; all the while, getting the work done.

He or she must have 3-5 years' experience in the farming, education, nonprofit management, or community organizing sectors and be willing to obtain and keep abreast of critical agricultural and community organizing skills. HAFA is especially looking for candidates who

have worked on farms, in farmers markets or have teaching experience. Knowledge of Microsoft and other office related software programs will be helpful. Some evenings and weekend hours may be required. Ability to fluently speak Hmong and familiarity with Hmong culture and customs is preferred.

HAFAs is a diverse and movement driven work place, and we are especially interested in candidates who are committed to social, economic, and racial justice, not as a theory, but in actual practice. If interested, please send a cover letter, a resume with three references, and a writing sample to info@hmongfarmers.com.