

Position Announcement

Executive Director

Agriculture and Land Based Training Association (ALBA)

Overview

The Agriculture and Land Based Training Association (ALBA) is searching for a visionary leader and chief executive officer to manage its educational, farming, and produce distribution operations. Located in the bountiful Salinas Valley of Monterey County, California, ALBA is a community-based, non-profit organization whose mission is to advance economic viability, social equity, and ecologically sustainable and organic land management practices among limited-resource and aspiring farmers on California's Central Coast.

ALBA's mission is to help beginning farmers gain the knowledge and skills they need to become commercially viable entrepreneurs. It fulfills this mission through the provision of training and technical assistance to aspiring farmer participants. ALBA provides bi-lingual courses (English and Spanish) in agronomy; and offers hands-on farming experience at its two farm incubators located near Salinas and Watsonville, California.

ALBA's programs and facilities are supported with grants from both the public and private sectors. ALBA Organics, a \$3 million produce distribution business is designed to help ALBA farmers access a variety of markets for the sale of their produce.

The Position

The ideal candidate will possess strong leadership skills, and demonstrate effective management capacities to ensure proper oversight of farming, education, and product distribution activities. In addition to fiscal and personnel management skills; he or she will demonstrate a track record of success in program development, fundraising, and/or business development, and a commitment to disadvantaged and marginalized populations.

The Executive Director with visionary ideas will also possess a participative management style that advocates positive team values; well-developed interpersonal skills; the ability to get along with diverse populations; and strong conflict-resolution and problem-solving skills. He or she will bring credibility and decisiveness to the position; will be results oriented with a proven capacity to organize, prioritize, and work on multiple projects simultaneously while maintaining a commitment to excellence and exemplary internal and external customer service.

Among other duties, the Executive Director will build awareness of ALBA and its programs, advocate on issues relevant to organic farming and sustainable agriculture, and work to increase opportunities for economic growth among ALBA's farmer constituents.

Required Skills & Experience

- Bachelor degree or equivalent experience in finance, business, public administration, or related fields is required. Master degree in Business Administration, Public Administration, or Community Development is preferred.
- Five to seven years demonstrated experience as an administrator of a complex organization. Non-profit experience at a program director or executive director level is preferred.
- Strong understanding of non-profit and for-profit operations, including experience working with boards of directors, personnel management, program development, and fundraising.

- Experience in working with volunteers is helpful.
- Strong fiscal management experience including ability to develop and implement budgets.
- An affinity for working with a culturally and politically diverse community; demonstrated ability to work with farmers, farm-workers, low and moderate-income families, ethnic minorities (primarily Hispanic), public officials at the local, State, and federal levels, regulatory personnel, etc.
- Knowledge of commercial agriculture, organic farming, and fresh produce aggregation and distribution preferred.
- Demonstrated knowledge of business incubators, small business financing, and non-profit development resources.
- Strong fund development and fundraising experience from public and private sources.
- Proficiency in English and Spanish is required.

Qualified candidates can submit a cover letter and résumé to ALBAHumanResources@gmail.com. More information about ALBA and its programs may be obtained at www.albafarmers.org

ALBA is an Equal Opportunity Employer.