



Executive Director

Job Description

About VABF

Virginia Association for Biological Farming (VABF) is a collective of farmers, gardeners, homesteaders, food activists, and food systems players that advocate and promote biological and organic farming practices. VABF believes that biological and ecological practices are critical to sustainable food production, healthy soils, healthy, real, chemical-free food, and robust food systems. By engaging in partnerships and collaborations across the state of Virginia, we are working to connect and support agricultural communities to a healthy, regenerative and sustainable future. We strive for diversity to be a guiding tenet of our organization. We envision farmers, consumers, and food entrepreneurs of all backgrounds to be fully represented in our membership and leadership; and throughout organic, biological and local agriculture in Virginia.

Position

The Executive Director (ED) for VABF serves as the chief executive and strategic leader of the organization. In partnership with the Board of Directors, the ED advances the mission, ensures financial sustainability, builds strong community partnerships, and oversees and executes daily operations.

This role requires a visionary leader who is equally comfortable in the field, in the community, and in front of funders—someone passionate about grassroots agriculture, Virginia's food systems, and collaborative leadership.

Key Skills and Responsibilities

Financial Ingenuity: We are looking for a leader who brings a resourceful, mission-first approach to financing the work of sustainable agriculture advocacy, someone skilled at stretching resources, securing in-kind support, and diversifying revenue streams to ensure VABF's long-term financial health.

- Responsibilities:
 - Research, develop, and execute a long term diversified revenue plan for the organization — including at minimum, individual donors, sponsorships, membership, grants, etc.

- Identify and pursue grant opportunities aligned with VABF's advocacy, education, and member and farmer support programs
- Review and revamp VABF's sponsorship packages and membership program

Entrepreneurial Spirit: Our executive director should be a self-starter who thrives in the ambiguity of a growing organization. We are looking for someone who can spot opportunities to advance VABF's mission, brings energy and creativity to building programs and partnerships, and isn't afraid to propose new approaches to expand the reach of biological farming in Virginia.

- Responsibilities:
 - Design and launch new programs from scratch - ensuring programmatic and financial stability for the organization
 - Identify emerging opportunities to connect our members and Virginia biological farmers with partners that will address their most pressing challenges
 - Manage day-to-day operations for the organization - with a strategy and execution focus

Communication & Storytelling: A compelling communicator who can translate the importance of biological farming into language that moves donors, engages the public, and rallies partners. Confident in speaking to large groups and external organizations, and skilled at crafting written materials that inspire action and build VABF's credibility and visibility.

- Responsibilities:
 - Create messaging campaigns in partnership with partner organizations to advance the mission of VABF, our members, and biological farmers
 - Represent VABF externally to legislators, national advocacy organizations, the public, and partners — serving as the primary voice and face of the organization.
 - Produce written communications that mobilize members — including legislative writing campaigns, policy feedback tools, farmer and consumer engagement content, and more.
 - Deepen Communication efforts across the state and engage our network to create a more robust and consistent campaign to enhance branding and visibility.

Network Building: Adept at rapidly cultivating meaningful relationships with farmers, donors, community leaders, partner organizations, and prospective board members — able to open doors and build trust on behalf of VABF even without an existing platform to lean on.

- Responsibilities:
 - Build and manage an overarching partnership framework connecting VABF with organizations across the farming continuum — from sales and marketing to policy and workforce development.
 - Establish relationships with national biological farming organizations, Virginia legislators, and key legislative bodies to advance our mission and the support received for our cause.

- Facilitate avenues to farmer and member engagement and build trusted, two-way relationships across the agricultural community.

Leadership & Organizational Management: An experienced leader who can hire, mentor, and retain a motivated team — including staff and volunteers — while building a culture rooted in the values of sustainable agriculture. Brings sound financial management practices and the organizational discipline to help VABF grow with intention.

- Responsibilities:
 - Take ownership of day-to-day operations and serve as the primary executor of VABF's 2026–2029 strategic plan
 - Build VABF's internal infrastructure — including systems for member management, financial oversight, and operational continuity — to support a growing organization.
 - Recruit, manage, and develop staff and volunteers, creating a culture of accountability and shared commitment to VABF's mission.
 - Partner with the Board to establish succession planning, governance best practices, and long-term organizational sustainability.
 - Oversee and execute the annual VABF Conference, held in January each year.

Qualifications

- Bachelor's or advanced degree preferred.
- Ability to express direct examples of having developed strategies and moving an organization to the next stage of growth.
- Knowledge of best management practices in biological farming (i.e., organic, regenerative, Certified Naturally Grown, etc.) and in creating healthy food systems
- Experience in organizational leadership and supervising employees.
- Administrative functions such as labor law, payroll, budgeting, and strategic planning.
- Experience educating lawmakers through political advocacy.
- Building collaborations with other like-minded organizations.
- Past success with working with a board of directors and cultivating existing relationships.
- Ability to work collaboratively with diverse groups of people and individually to move projects forward
- Passion, integrity, and self-driven.

Competencies

- Public speaking
- Budgeting
- Team building
- Passionate commitment to biological farming and stewardship
- Fund raising and grant writing
- Conference organizing
- Engaging

- Ability to turn vision into action

Role specifics

- This is a remote position within the Commonwealth of Virginia
- Travel within the Commonwealth will be necessary to meet with partners, members, farmers, and attend conferences and workshops. Regional travel, to attend partner conferences, will also be expected.
- The salary for this position is between \$65,000 - \$80,000 depending on experience and qualifications. A benefits package is to be individually negotiated

Application

To apply to this position please submit the following information via the link below:

- Resume
- Cover Letter
- Initiative / Project Statement - Please submit an example of an initiative or project that you've previously worked on that demonstrates your ability to lead VABF. Include an overview of the initiative, collaboration with other individuals or entities, challenges you experienced, and the outcome. This statement should be no longer than one page.
- References: Include 3 references. These individuals will not be contacted unless you are a finalist for the position. We will notify you prior to contacting any references.

[Application Link](#)