



NORTHWEST CENTER FOR  
ALTERNATIVES TO PESTICIDES

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## **Job Announcement**

### **Program Director, Healthy Food and Farms Program Northwest Center for Alternatives to Pesticides (NCAP)**

#### **The Position:**

The Program Director will lead visioning, fundraising, development, implementation, and evaluation for projects and campaigns within NCAP's regional Healthy Food and Farms Program. The position will lead our research/demonstration, education, federal policy reform, and other efforts aimed at strengthening ecologically based pest management and alternatives to pesticides on farms. The position will include work on agricultural research related policy and science issues; to engage and organize communities to achieve program goals, which includes public speaking and travel throughout the region; garnering earned media; communicating and writing about our work in ways compelling to the public; and raising program funding through grant writing and donor outreach. See job description for more detail.

**About NCAP:** NCAP was founded 39 years ago and is a passionate leader in our region raising awareness about the harms of pesticides while advancing healthier, ecologically-based solutions through education, outreach, technical assistance, and policy change. NCAP's mission is to protect community and environmental health and inspire the use of ecologically sound solutions to reduce the use of pesticides. We work to protect communities and families, for example, by working in schools and low income housing to reduce pesticide exposures and create healthier approaches. We work for healthier food and farms by working with farmers and researchers to advance alternative approaches in agriculture as well as working to change policy at the federal food and farm bill level. Our federal policy efforts to protect wildlife and water from pesticides include a campaign to protect 28 endangered species of salmon and steelhead and to protect pollinators harmed by systemic insecticides.

**Diversity Statement:** NCAP is committed to providing fair employment practices. NCAP is dedicated to equity, diversity, inclusion, and the goal of building a culturally diverse and pluralistic organization, staff, and board committed to learning and working in a multicultural environment. We strongly encourage applications from women, people of color, members identifying with the LGBTQ community, individuals with disabilities and other underrepresented groups as well as covered veterans. NCAP does not discriminate based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information.

**Location:** We are looking to hire a person who is able to work from a home office near Boise, Idaho in close proximity to Boise's airport to facilitate travel. NCAP provides \$100 per month of additional taxable income to cover use of a home office, along with reimbursing a percentage of cell and Internet costs related to work use. NCAP provides equipment such as computer, printer/scanner/copier, desk, chair and office supplies.

**Job Requirements:**

- Demonstrated skills and knowledge in ecologically based approaches to pest management in agricultural settings required.
- Training and experience in organizing farmers and researchers to conduct collaborative, on-farm research and demonstration projects.
- Demonstrated experience in organizing and facilitating agriculture workshops and other events with a farmer audience.
- Demonstrated experience working with growers in the agriculture community preferred.
- Demonstrated ability to work remotely a plus.
- Requires skill and ability in researching and writing about factual science and agricultural information in compelling ways for lay audiences.
- Demonstrated skills in working and being productive in a non-profit or other team setting.
- Skill and ability in working closely with the media and communicating NCAP values and messages across media venues.
- Strong written and verbal communication skills.
- Demonstrated ability to multi-task and organize multiple events on a timeline.
- Demonstrated ability to be analytical, detail-oriented, and to solve problems.
- Demonstrated skills in federal and foundation grant writing and non-profit fundraising.
- Demonstrated experience and skills in analyzing policy and advancing policy initiatives or campaigns at the federal, state, or regional level preferred.
- Ability to work with a diversity of grower communities, university researchers, agencies, agricultural industry professionals, crop consultants, agricultural product companies and others and bring them together in workshops and other venues.
- Knowledge of organic laws and policies a plus.
- Willingness and ability to work evenings and weekends, as necessary.
- Willingness and ability to travel within NCAP's five-state area and to Washington, DC.
- Willingness to work hard, have fun and share a good sense of humor.
- Technology skills and abilities needed: Ability to use the Microsoft suite for Macs – email, word, spreadsheets like excel, PowerPoint (PC can crossover, but we are an Apple office); database skills (we use Salesforce); Gmail and Google calendar and Google drive.
- Master's degree or higher in related field, preferred. At least two years experience working in similar field.
- Touch typing 60 to 90 wpm minimum, preferred.

**Salary and Benefits:** This position is 60% time to start with the expectation and goal of building funding to support the position at 100% full-time time equivalent (fte). Salary will begin at \$19.49 per hour or \$24,327 annually at 60%. The position provides room for growth. At 100% full time (fte) the starting salary would equal \$40,539 annually. After successfully completing a 45-day introductory period, employees are eligible to sign up for permanent benefits including health insurance, or a health insurance stipend for those opting out of NCAP's plan; dental insurance; holidays; sick days; and vacation. For employees earning over \$5,000 in a year NCAP contributes two-percent of gross wages to a Simple IRA for retirement. NCAP reimburses for food, lodging, and mileage related to work travel. We provide computer and other equipment for a home office. We also pay \$100/month in additional taxable compensation for use of space in home office, and we reimburse for part of cell and Internet costs related to the job.

**Application Deadline:** Open until filled.

3/25/16

**To Apply:** Email or mail the following four items Attention: Kim Leval, Executive Director

Email: [kleval@pesticide.org](mailto:kleval@pesticide.org)

Mail: NCAP, PO Box 1393, Eugene, OR 97440

1. A cover letter sharing how your skills and experience fit the criteria for this position;
2. An updated resume or CV;
3. A writing sample related to the job OR a page expanding from the cover letter on why you are a good fit for this position; and
4. A list of three current references with contact information.

**Incomplete applications will not be considered.**

**Questions** should be directed to Kim Leval at (541) 344-5044, extension 15 or [kleval@pesticide.org](mailto:kleval@pesticide.org)