

Earthworm Foundation

[Earthworm Foundation](#) is an international, dynamic non-profit organization which helps companies transform their supply chains across the world for the benefit of people and nature.

Earthworm Foundation is seeking a motivated **US and Canada Agriculture Program Manager based in Seattle, WA; USA** with experience in sustainability and US agriculture, excellent communication and writing skills, who is passionate about working with Companies, Farmers, Government, Civil Society, and Donors to generate positive sustainability impacts, and interested in a career with a dynamic non-profit that builds relationships with diverse actors to bring responsible products to market.

The US and Canada Agriculture Program Manager is tasked with driving innovation at the farm and supply chain levels by working collaboratively with farmers, farmer associations, US Agriculture Traders, Processors, and Brands to understand their business, to improve their collaboration and to drive regenerative agriculture and greater resilience of farms and farmers to fluctuations in the environment, climate and markets. The Program Manager will develop vision and strategy for how to drive agriculture resilience and soil health in the US, building on the [Living Soils](#) program already established in other countries.

The US and Canada Agriculture Program Manager will continuously seek new opportunities and present ideas to increase the resilience of farmers and the health of living soils in existing US Agriculture supply chains. They should be a self-starter, leader and innovator who believes that farmers are entrepreneurs with vision and leadership.

The US and Canada Agriculture Program Manager will work in close collaboration with the Earthworm Foundation US and Canada Head and also participate in the implementation of current contracts related to the development of a digital platform for soy supply chain mapping and evaluations of existing sustainable agriculture programs for wheat.

About Earthworm Foundation

Earthworm Foundation is a non-profit organization that currently has presence in 20 countries including Indonesia, Malaysia, China, India, and several locations within West Africa, Europe and the Americas. We employ more than 200 people worldwide and work with big and small companies, communities and producers of raw materials to create compelling cases of transformation. We are a membership-based organization. Our members are companies who have made commitments to responsible sourcing and production practices. With an innovative and entrepreneurial spirit, we work on the ground with people to create inspiring transformation stories. We focus on creating value, engage without judging and carry hope and a positive vision of the future. As an organization we are committed to the following values that we look for in recruitment and promotion of staff:

- Focus on action and on-the-ground results;
- Entrepreneurial spirit;
- Client-focused;
- Open collaboration and communication;
- Humility;
- Respect for others.

What Makes Us Unique

In our engagement with international value chains and their stakeholders, we see the world through interactions and relationships. Operating between two worlds (NGO-Companies/Buyer-Supplier/Farmer-Government), we encourage our partners to look inside to identify their own values and purpose, and seek to support them in their efforts to act on those values. In addition to achieving supply chain traceability and conducting on the ground

assessments of production sites, we create and innovate solutions to the challenges companies, farmers and communities face.

What We Offer

- A unique work experience in a dynamic non-profit directly impacting the conservation of the environment and improvements in human rights and social equity through major national and international supply chains;
- A supportive environment with the chance to work in a multicultural team with passionate people;
- The opportunity to lead complex projects, build customer relationships and develop new business, with exposure to different tasks.

Responsibilities and Scope

- Collaborate with companies, farmers, NGOs, government agencies, and EF Living Soils and US/Canada teams to develop our approach to US and Canada Agriculture Program into clear compelling solutions that drive sustainability impacts and have clear value-add qualities that industry and farmers can adopt;
- Identify companies and commodities that present opportunities to increase our impact on responsible US Agriculture;
- Develop relationships with prospective member companies and donors;
- Develop new partnerships with organizations working on sustainable agriculture to increase our impact;
- Communicate with external stakeholders for outreach and research, and to develop strong relationships with other organizations and experts;
- Create proposals, negotiate contracts and grow our Membership base in North America;
- Support Members and partners in supply chain analysis, mapping, and reporting;
- Manage at least one current member company with international supply chains to build a strong understanding of our work globally;
- Develop member-related communication tools and documents;
- Communicate with existing donors and members, including responsibility for managing US and Canada Ag-related donor and member relationships;
- Quickly develop agricultural expertise in order to serve as a subject matter expert on US and Canada agricultural commodities, on-farm practices and approaches to improving the sustainability of US and Canada agriculture supply chains;
- Effectively represent EF at industry events and conferences.

Candidate Profile: Desired Qualifications and Personal Characteristics

- A strong interest / passion for regenerative agriculture, soil health and farmer resilience;
- Demonstrated expertise related to agriculture, soil science, business management, environmental sustainability, or social sciences;
- Significant experience working in or with businesses, ideally in the agriculture, food processing or consumer goods sectors, related to sustainability aspects;
- Problem-solver with strong analytical skills, willing to take risks and adaptively learn;
- Network-builder who is comfortable engaging with a variety of actors and is fast to understand opportunities for partnership;
- Ability to work both independently and collaboratively, develop and successfully pitch work plans in a collaborative manner, and deliver on-time high quality results;
- Ability to self-manage time, budgets and reporting;
- Proven success in fundraising, sales, marketing, or relationship management;
- Good understanding and high interest in environmental, soil health, and farm-level economics;
- Excellent communication and presentation skills (both written and verbal);
- Strong analytical skills, including the ability to analyze systems and identify key risks and opportunities;
- Proficiency in Microsoft Office suite (Word, Excel, PowerPoint);
- Fluency in written and spoken English (other additional languages an advantage);
- Commitment and sensitivity to client confidentiality;
- Flexibility, ability to show initiative and a positive attitude;
- Eager to continually learn and develop as part of a team;

- Ability to work with people of diverse backgrounds.

Additional Helpful Qualifications (both lived and work experience valuable):

- Experience working with farmers on regenerative agriculture techniques;
- Agronomy training and/or experience;
- Experience in farm management;
- Experience working with agriculture-related software systems;
- Experience working in US companies on responsible sourcing;
- Knowledge of raw material, food products, and agriculture certifications;
- Experience in business development;
- Experience in Corporate Social Responsibility initiatives;
- Experience in project management;
- Experience working with diverse food systems.

Working conditions / Physical effort:

- Based out of Earthworm Foundation 's office in Seattle, WA;
- Frequent trips to visit Farms, Demonstration Plots, Conferences, Events and Companies;
- A large amount of work is done remotely, requiring the ability to accommodate partners and clients in other time zones.

Benefits

- 25 days paid leave per year;
- 10 paid public holidays;
- Paid sick days;
- 10 weeks Full paid parental leave;
- Short/Long term disability and Life insurance;
- Health/Dental Insurance;
- Simple IRA plan with employer match of 3%.

Other information:

- Valid work authorization required.

To Apply

Interested candidates should send a cover letter and resume via email to usa.recruitment@earthworm.org
The position will remain open until filled. Please put **your last name** and **USAg2020** in the subject line of the email. Successful candidates will be contacted by email for an initial interview. Only candidates who send a full application will be considered, and only selected candidates will be contacted.