



Position Description & Candidate Profile

CO-DIRECTOR

- Based in California -

ABOUT WILD FARM ALLIANCE

Who We Are

Since 2000, Wild Farm Alliance (WFA) has been working with farmers to achieve healthy, viable agriculture that protects and restores wild nature. We strive for a world in which community-based, ecologically managed farms and ranches are seamlessly integrated into landscapes that accommodate a range of native species and ecological processes. Through on-the-ground partnerships, technical guidance, and science-based publications and tools, Wild Farm Alliance empowers farmers to enhance biodiversity, restore habitat, and build resilient agricultural systems.

We Work in Three Program Areas

Farmland Flyways

Farmers who provide nest boxes and perches for birds benefit from their pest control. **Our goal is to inspire 10% of U.S. farms to join a Farmland Flyway trail, having an average of 5 nest boxes and/or perches each, leading to one million structures.**



Farmland Wildways

Hedgerows, windbreaks and other linear rows of native trees and shrubs sequester carbon, and provide food and cover for beneficial birds and other wildlife. They also serve as connectivity between natural areas. **Our goal is to inspire 25% of U.S. farms to plant a Farmland Wildway, having an average of one mile of a hedgerow or windbreak, leading to 500,000 miles of living field borders.**



Farmland Waterways

Restoring riparian habitat buffers farmers' fields against flooding, improves water quality and quantity on the farm, and also provides habitat for native carnivores and other animals trying to move safely between wild places on the landscape. **Our goal is to inspire 10% of river frontage on farms to be planted as Farmland Waterways, leading to 100,000 miles of riverine habitat.**





POSITION OVERVIEW

Leadership Transition

WFA is seeking a Co-Director to join the organization at a pivotal moment of leadership transition and growth. After 25 developmental years, WFA's Executive Director is retiring, and the organization is moving into a new phase. WFA is excited to adopt a co-leadership model.

This open position of Co-Director will lead from the West Coast and partner as an equal executive leader to steward WFA's mission, strategy, programs, staff, fundraising, and financial health. WFA's current Deputy Director, who has been with the organization for 11 years and is based in Minnesota, will lead from the Midwest as the other Co-Director. Together, the Co-Directors will function as partners, leveraging complementary skills to ensure alignment across the organization and support long-term resilience.

More organizations are shifting from a traditional top-down leadership approach and embracing a structure grounded in collaboration, equity and transparency. With collaborative leadership comes the opportunity to reimagine how executive responsibility operates in more equitable and inclusive ways.

Co-Director Qualifications

The ideal candidate will bring a combination of leadership experience, proven fundraising skills, strategic and creative thinking, have a genuine interest and passion for the nexus between sustainable agriculture and conservation, and a deep commitment to WFA's mission. A background in a like organization and/or agriculture, conservation or similar experience is highly desired. Strong candidates will communicate with clarity and impact, excel at coordinating projects, demonstrate a high degree of emotional awareness and are inquisitive.



KEY RESPONSIBILITIES

Co-Directors will work together to create delineated job roles based on skill set and geographic location. Overall leadership of the organization will fall to both Co-Directors as detailed below.

Strategic Leadership & Mission Alignment

The Co-Directors jointly:

- Steward the organization's mission, values, and culture
- Shape and implement WFA's strategic plan and long-term vision
- Provide leadership, mentorship, and support to staff, fostering collaboration, equity, and well-being
- Partner with the Board of Directors and its committees to support governance, transparency, and accountability

Program & Organizational Advancement

The Co-Directors jointly:

- Design, implement, and evaluate science-based programs to ensure high-quality outcomes and impact
- Build and strengthen partnerships with farmers, researchers, conservationists, agencies, and allied organizations to expand WFA's reach and influence
- Identify emerging opportunities that inform future program direction

Fundraising & Communications

The Co-Directors jointly:

- Develop and lead overall fundraising strategy, writing proposals for government grants and foundation support, and organizing individual giving
- Initiate new projects of high quality technical tools, publications, videos, presentations, webinars, field days and educational courses
- Ensure accurate, timely, and transparent reporting to program funders
- Oversee communications efforts that elevate WFA's visibility, including website content and outreach campaigns

Organizational Leadership & Operations

The Co-Directors jointly:

- Oversee organizational systems, policies, and infrastructure to support effective operations
- Ensure compliance with financial, legal, and contractual requirements
- Conduct hiring, supervision, professional development, and performance management of staff
- Oversee contracts, consultants, and vendors in alignment with organizational needs

Fiscal Management

The Co-Directors jointly:

- Develop and oversee the annual organizational budget, tracking income and expenses and monitoring financial performance
- Ensure the executive board committee is informed of all critical financial issues
- Work with the bookkeeper to maintain clear, timely, and accurate financial reporting

Decision-Making & Collaboration

The Co-Directors jointly:

- Make organization-wide decisions together
- Allow responsibilities and areas of focus to evolve over time based on organizational needs and complementary skills
- Address differences directly and collaboratively, with engagement of the Board of Directors when needed

Reporting & Accountability

The Co-Directors report jointly to the Board of Directors and are collectively accountable for the performance, sustainability, and impact of the organization.

QUALIFICATIONS

Required

- Working knowledge of ecologically sustainable agriculture and the role of biodiversity in supporting resilient farming systems.
 - Familiarity with California's sustainable/ regenerative agriculture and/or conservation network, including public and private funders, policy context, and partner organizations.
 - A bachelor's degree ideally in a field such as sustainable/regenerative agriculture, conservation, food systems, or related fields.
 - A minimum of 8 years experience in executive, organizational or programmatic leadership within a mission-driven organization.
 - In-depth experience with fundraising and revenue generation, including state/federal grants, foundations, individual giving, or institutional partnerships.
 - Experience representing an organization externally with partners, funders, agencies, or the public.
 - Demonstrated ability to lead collaboratively, build trust, and work effectively in shared or distributed leadership structures.
 - Experience leading complex initiatives, partnerships, or teams in a collaborative environment.
 - Proven ability to think strategically while also supporting effective implementation.
- Experience overseeing budgets, financial systems, and organizational operations.
 - Ability to think and operate at an organizational systems level (program, people, finance, and culture).
 - Excellent written and verbal communication skills across diverse audiences.
 - Demonstrated experience supervising, mentoring, and developing staff, including supporting performance, professional growth, and team well-being.
 - Commitment to justice, equity, diversity, and inclusion in organizational culture and practice.

Preferred

- Experience in shared leadership, co-directorship, or other non-hierarchical leadership models, especially navigating shared decision-making, conflict resolution, and collaborative problem-solving.
- Experience with policy engagement, systems change, or advocacy.
- Spanish language proficiency and demonstrated experience working with Spanish-speaking communities and partners.
- Graduate degree or equivalent combination of education and professional experience.





COMPENSATION & OTHER DETAILS

Location

This is a remote position based in California. Regular virtual collaboration is required, with periodic travel for meetings, field engagement, conferences, and board gatherings.

Salary and Benefits

The annual salary range is \$85,000-\$100,000; compensation is commensurate with qualifications and experience. This is a full-time, salaried, exempt position. Some evening and weekend work is expected.

WFA offers a comprehensive benefits package, including generous paid time off, flexible work environment, and health benefits in the form of an HRA (Health Reimbursement Arrangement). HRA reimburses qualified medical expenses for employees and their family members tax-free.

Physical Requirements

Reasonable accommodations will be made to enable individuals with disabilities to perform essential functions. Duties may include:

- Extended periods of computer-based work
- Travel by car or plane for meetings and field visits
- Occasional outdoor work at farms or field sites, including walking on uneven terrain, installing nest boxes, planting native plants and being exposed to variable weather conditions

Equal Employment Opportunity

WFA supports and celebrates differences and is proud to be an Equal Opportunity Employer. We are committed to advancing justice, equity, diversity, and inclusion throughout our work and strongly encourage applications from BIPOC, LGBTQIA+ individuals, and members of other historically underrepresented groups.

Terms

WFA is an at-will employer. This job description reflects the general nature of the role and is not intended to be an exhaustive list of responsibilities. Duties and areas of focus may evolve over time in alignment with organizational needs and the shared leadership model.

How to Apply

Submit the following pieces as one PDF no later than June 1, 2026 to shellyconnor@wildfarmalliance.org:

- Resume
- Three references with contact information
- Cover letter that addresses the following:
 1. Your experience with agriculture and/or conservation.
 2. Your fundraising experience.
 3. Your thoughts about shared leadership and working at an organization as a co-director.

Incomplete applications will not be considered.

Questions? Email: shellyconnor@wildfarmalliance.org

Interview Process: Strong candidates will be interviewed after June 1, with an expected start date of September 1, 2026.