



Executive Director | Golden, Colorado

POSITION OVERVIEW

GoFarm seeks a passionate, strategic, and entrepreneurial leader to serve as its next Executive Director. Working in partnership with public, private, philanthropic, and non-profit stakeholders, the Executive Director will drive strategic priorities, leverage existing and secure new funding, and marshal resources to further amplify the work of this highly effective organization. This is an extraordinary opportunity to make a direct and lasting impact on people's lives by strengthening and transforming the local food system into one that is thriving, environmentally sustainable, and equitable for all.

Founded in 2014 by longtime environmental consultant Eileen O'Rourke, GoFarm was born of the desire to address inequity across the food system. GoFarm is a nonprofit organization seeking to increase the supply of and access to affordable, fresh, healthy, local food for communities in the greater Denver area. Working across three key program areas—Community Food Access; Farmer Assistance; and Local Food Share—and seeking to incorporate equitable, anti-racist principles, GoFarm focuses on how food is grown and distributed, and who can access and afford that food:

Community Food Access Program

Through partnerships with communities and organizations, GoFarm's Community Food Access Program conducts pop-up markets and distributes low-cost food shares throughout Jefferson and Denver counties, selling fresh, local, sustainably grown produce at affordable prices, leveraging food assistance and incentive programs, and providing fun food education opportunities.

Farmer Assistance Program

Over the past seven years, Colorado's population has increased by over 550,000 residents, and in the Denver metro area, 24% of the population are millennials. This influx of young Coloradans has resulted in an increase of young entrepreneurs interested in farming. Through the Farmer Assistance Program, GoFarm trains and mentors aspiring farmers and breaks down barriers of entry into farming careers through our Incubator with year-round training, technical assistance, access to a farm plot, water, equipment, and more. Supporting people who have historically been denied access to land and capital including BIPOC, women, and LGBTQIA+ and supporting veterans are a priority for the program.

Local Food Share Program

The Local Food Share Program is an aggregated CSA where shareholders sign up for a full season of fresh, local, sustainably grown produce. The Local Food Share Program supports local farmers by paying a fair market price set by the farmer for produce aggregated to fill weekly/biweekly boxes.

The GoFarm Impact

We envision a healthy local food system that is thriving, environmentally sustainable, and equitable for all. This means:



Farmers (and farm workers) have the resources and knowledge they need to succeed, thrive, and farm safely.



Farmland is accessible to all who seek it out.



Consumers take pride in their local agriculture, know their farmers, appreciate the value of their local food system, and have the confidence to prepare and cook anything they bring home.



All consumers, regardless of race, income, area of residence, etc. have reliable access to healthy, local food.



Food waste is reduced to zero, and soil is kept healthy, biodiverse, and nutrient-rich today and for generations to come.

As GoFarm's Founder & CEO Eileen O'Rourke prepares to leave her post and pursue new avenues in the field, she leaves behind a vibrant and thriving organization deeply committed to bettering the local food system and building power with those who work within it. Since its founding six years ago, GoFarm has experienced rapid growth and success and is now at a natural moment to establish deeper community roots and bolster the operation's infrastructure to ensure long-term sustainability. Going forward, the GoFarm team will seek to increase its impact through expanded community partnerships in Jefferson and Denver counties.

The succeeding Executive Director (ED) will have the privilege of charting GoFarm's next phase, and they will do so with the support of a passionate and highly committed staff. Reporting into the Board of Directors, the Executive Director will work closely with the team and the Board to build and foster a collaborative leadership approach to direct GoFarm's empowering mission and strategy. Responsible for overseeing the administration, programs, resource development, communications, and strategic plan of the organization, the ED will have the proven ability to run a full-scale nonprofit (or robust program), as well as the disposition to nurture a thriving, inclusive organizational culture. They will understand and be committed to dismantling racial, economic and other structural inequities, both within and beyond the food system.

Learn more about GoFarm [here](#).

RESPONSIBILITIES

Mission and Strategy

- Provides values-based leadership; works with the board and staff to ensure that the mission is fulfilled through programs, strategic planning, and community collaboration.
- Communicates a compelling and inspired vision; works closely with team members to ensure the implementation of GoFarm's mission through meaningful, sustainable programming.
- Facilitates continuous and healthy progress by developing short- and long-term strategic planning processes and evaluating progress toward goals.
- Establishes and maintains relationships with public, private, philanthropic, and nonprofit stakeholders; utilizes those relationships to strategically enhance GoFarm's mission.
- Directs GoFarm's efforts to become a more diverse, equitable, and inclusive organization. Learn more about GoFarm's Commitment to Equity [here](#).

Operations

- Oversees and implements appropriate resources to ensure that the operations of GoFarm are effective, sustainable, and appropriate.

- Works with Programs Director to ensure effective day-to-day administration of GoFarm's operations.
- Works with the team to supervise, hire, train, review, and provide direction and problem-solving assistance to staff; provides coaching, mentorship, and opportunities for professional development. Guides employment and administrative policies and procedures while also promoting and supporting team culture and a positive work environment.
- Oversees fiscal management that generally anticipates operating within the approved budget, ensures maximum resource utilization, and maintenance of GoFarm in a positive financial position; provides regular financial reporting to the Board.

Development & External Relations

- Functioning as chief development officer, builds a strategic fundraising plan that leverages diverse revenue streams, including government, corporate, foundation and individual support, to ensure long-term financial sustainability.
- Strengthens alliances with current funding partners, while launching a systematic initiative to identify and target new funding sources.
- Identifies strategies and fundraising priorities that are in sync with and support the mission, and establish realistic and attainable goals, metrics, and budget to meet those needs.
- Cultivates an internal culture of philanthropy by empowering, motivating, training and coaching staff, volunteers, board members and allies to support fundraising efforts.
- Works closely with the Marketing and Fundraising Manager to ensure that donors, prospects, and the public are informed, acknowledged, and involved; provides vehicles for effective Board and staff communication; and creates increased giving opportunities.
- Collaborating with the Marketing and Fundraising Manager, helps to guide an overall communications strategy that raises the public profile and visibility of GoFarm.
- Serves as chief spokesperson for GoFarm, making sure its mission and programs are consistently presented in a strong, positive manner, and upholding GoFarm's image by being active and visible in the community.

Board Relations & Governance

- Reports to and works closely with the Board of Directors; seeks their involvement in policy decisions, fundraising, and increasing the overall visibility of the organization.
- Communicates effectively with the Board of Directors and provides, in a timely and accurate manner, all information necessary for the Board to function properly and to make informed decisions.
- Promotes and oversees active and broad participation; develops and motivates each Board member to serve the organization to their fullest potential.
- Identifies and attracts additional board members who will bring diverse perspectives and experiences to the Board.

Cultural Competency

- Models cultural competency as an ongoing learning experience for all personnel; incorporate diverse cultures, ethnicity, languages, and abilities into delivery of programs, materials, and communication.

IDEAL QUALIFICATIONS

- Bachelor's degree or equivalent experience.
- Leads with transparency and a high level of integrity.
- Five or more years of senior nonprofit management experience including board management.
- Proven track record in project/program leadership and management. Thorough knowledge of the elements involved in directing community-based programs, including program development, implementation, and evaluation.
- Experience leading and inspiring a team; demonstrated ability to embrace collaboration and teamwork with a strong focus on measurable results.
- Success in recruiting and working with a board of directors; particularly an ability to coach the board as needed in its fund development and in carrying out its fiduciary responsibilities.

- Demonstrated success in building and executing a comprehensive fundraising strategy paired with a successful track record in fund solicitation, as well as donor cultivation and stewardship; demonstrated success in crafting strategic grant proposals and reports.
- Demonstrated success in establishing relationships with individuals and organizations of influence including funders, partner agencies and volunteers.
- An understanding of coalition building and how to work effectively with diverse groups of people and communities.
- Ability to envision and convey the organization's mission as well as strategic future to the staff, board, volunteers, and donors.
- Proven financial management skills, including budget preparation, analysis, decision making and reporting.
- Superior verbal and written communication and presentation skills. Brings genuine public speaking ability.
- Proficiency in donor management solutions.
- Experience, skills and/or passion for working in the food and agriculture sector.
- Personal commitment to and a readiness to incorporate racial equity practices into nonprofit management.
- Bilingual or multilingual skills are welcome.

SALARY AND BENEFITS

Salary range: \$75,000 - \$95,000/year based on experience

Benefits include a Qualified Small Employer Health Reimbursement Arrangement Plan (QSEHRA), SIMPLE IRA Retirement Plan (3% Employer Match), Paid Parental Leave, and a Flexible PTO Policy.

APPLICATION

Pearl Street Collective, an executive search firm committed to advancing the common good, has been retained to assist GoFarm in this recruitment. Managing Partner Maeve Clifford is leading this search. Please submit your letter of interest and resume to gofarm-ed@pearlstreetcollective.com.

GoFarm follows an equal opportunity employment policy and employs personnel without regard to race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, physical or mental ability, veteran status, military obligations, marital status, transgender status, gender identity, ancestry, political service, affiliation, or disability.

GoFarm seeks to recruit and support a broadly diverse community of staff and volunteers. We value and celebrate diversity in all its forms and strive to foster an inclusive culture built on respect.

Candidates from minority or marginalized groups or with multicultural backgrounds or experience are encouraged to apply. GoFarm is an equal opportunity employer. We actively foster an environment that is free of racism, discrimination, bias, and harassment; where all individuals are treated with dignity, safety and respect.

ABOUT GOLDEN, COLORADO

Situated in Jefferson County and located just 12 miles west of Denver, Golden sits at the nexus of urban and rural life. It is a welcoming community home to a strong and supportive network of nonprofits and local businesses. The city maintains 253 acres of parks with thousands of acres of nearby publicly owned open space, and is home to the Colorado School of Mines, a highly renowned university committed to teaching and research related to engineering and applied science. Golden offers every type of outdoor recreation Colorado has to offer, from kayaking to some of the top rock-climbing locations in the nation; from easy hiking trails to challenging climbs; from flat paved bike paths to some of the most difficult mountain-biking trails near Denver.