



Join our team!

Program & Organizing Director

The **Program & Organizing Director** ensures that Toxic Free NC supports community members across North Carolina building collective action for change. As a champion for environmental health, justice, and local agro-ecological solutions, the Program and Organizing Director is a skilled facilitator, organizer, strong communicator, and relationship builder. The director is committed to transforming the food system and protecting communities from pesticides and harmful pollution.

Responsibilities

- Leads strategic planning, development, implementation, and evaluation for Toxic Free NC's programs and initiatives, including: Just and Sustainable Agriculture, Farmworker Health and Justice, Toxic Free Families, and the Women of Color Farmers Network.
- Leads outreach and organizing with pesticide and pollution-impacted communities across North Carolina, connecting and building the capacity of local leaders.
- Collaborates with staff on advocacy campaigns that advance just food policies and address the impacts of agrochemicals on human health and the environment.
- Supervises and ensures the success of program staff, interns, and volunteers.
- Represents Toxic Free NC, working in collaboration with state and national coalition partners to advance reform.
- Stays abreast of environmental health science and justice issues impacting North Carolina and provides thought leadership on just solutions.
- Ensures the sustainability of Toxic Free NC programs by supporting fundraising efforts through grants and philanthropic relationships.
- Supports team communications such as the development of educational materials, newsletters, and appeal campaigns.
- Contributes to a collaborative leadership structure at Toxic Free NC.

We're looking for:

- Knowledge of pesticide issues, food systems, farmworkers, organic or regenerative farming, environmental health science, and/or environmental justice issues in North Carolina, with capacity and enthusiasm to learn more.
- Demonstrated success managing programs or leading issues-based campaigns.

- Clear and compelling public speaking and written communication skills and an ability to communicate with a range of audiences, from researchers, to policymakers, to community members.
- An ability to digest complex issues relevant to the role, including by reading scientific concepts, papers, and articles.
- An organizer with positive relationships in the community and experience mobilizing people and groups.
- Demonstrated skills and experience managing staff.
- Embodies Toxic Free NC's mission and values, with a deep understanding of systemic inequity and environmental justice.

Helpful but not required:

- Educational background or training in environmental science, public health, chemistry, or a related field.
- Training or facilitation experience, with knowledge of popular education and participatory facilitation and decision-making methods.
- Grant writing experience is a plus.
- Spanish fluency is a big plus!

This is a full-time position with paid vacation, personal time, holidays, and health and dental benefits. The starting annual salary will be set between **\$60,000 and \$72,000**, commensurate with experience and other factors. A flexible schedule is required, including some weekend and evening hours. Must have a valid driver's license and the ability to travel occasionally throughout North Carolina. This is an office-based position in downtown Durham.

TO APPLY

Submit a cover letter, résumé, contact information for three professional references, and a writing sample to jobs@toxicfreenc.org with the subject line "Program and Organizing Director" by **September 25, 2024**.

We want you to apply!

We are committed to creating an inclusive and anti-racist working environment. Women, LGBTQIA+, people of color, and especially those with lived experience or personal connections to communities impacted by pesticides are strongly encouraged to apply. If you feel that you are a good fit but don't meet all the above-mentioned requirements, we encourage you to apply.

About Us

Toxic Free NC has been fighting pesticide pollution since 1986. We advance environmental health and justice in North Carolina by advocating for safe alternatives to harmful pesticides and toxic chemicals used in agriculture and consumer products. Our focus is to serve the communities across the state most impacted by pollution, especially migrant farmworkers, communities of color, and low income communities.

Reports to: Executive Director

Supervises: Program Staff (1 FTE, 1 PT)