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**Job Announcement**  
**Maine Organic Farmers and Gardeners Association**

**October 30, 2023**

**Title: MOFGA Public Policy Organizer**

**Overview:** The Maine Organic Farmers and Gardeners Association (MOFGA) promotes legislation that is critical to organic farmers and gardeners, addresses climate change, and supports a healthy environment, a strong rural economy, and a socially just, healthy society. We create opportunities to educate and engage our members, our partners and the general public in the legislative process, promoting the health and environmental benefits of organic farming and sustainable land management, and advocating for safer alternatives to synthetic pesticides.

We're looking for an individual with experience in grassroots organizing and public policy development relating to organic farming and gardening. The successful candidate will be a team player with: demonstrated knowledge and appreciation of MOFGA's programs and policy initiatives; community organizing experience; excellent communication skills; and a commitment to organic integrity, farm viability, social justice and equity.

MOFGA's public policy platform includes six primary aspects:

- Climate & Energy
- Farm Viability
- Human Health & Environment
- Organic Integrity
- Organic Research & Education
- Social Justice & Equity.

**A significant focus of this position's work plan will be helping to coordinate efforts in Maine and across the country to address the escalating problem of farmland contamination from forever chemicals – per- and polyfluoroalkyl substances (PFAS).**

**Direct Supervisor:** Senior Policy Director

**Position:** Salaried. This position is considered Exempt under the Federal Fair Labor Standards Act. The employee is not eligible for overtime payment.

**Work Week:** This is a full-time position; normally 40 hours per week; some weekend and evening hours as needed.



**Salary Range:** The starting salary range for this position is \$45,000-\$55,000 annually, dependent upon experience. MOFGA has an excellent benefits package including medical, dental and vision insurance and paid parental leave. Employees receive a generous time-off package including paid vacation and sick time, three personal days, and 14 paid holidays annually, with two weeks of additional paid holiday time.

**Location:** MOFGA offers geographic flexibility with this position. The work may be conducted from the employee's home, or from MOFGA's main office in the town of Unity. The employee will need to be available to attend meetings and events from time to time at the Maine State Legislature or state administrative offices. There may be a need to travel outside of Maine from time to time.

**Required Abilities and Knowledge:**

- A demonstrated working knowledge of organic/sustainable food production.
- A minimum of 3 years of experience with grassroots advocacy and/or public policy.
- Ability to work with minimal supervision.
- Ability to work under time constraints and to meet deadlines.
- Ability to communicate effectively, especially in writing.
- Excellent organizational skills, including time management and attention to detail.
- Excellent interpersonal skills.
- Ability to use computers, internet and related databases, and video conferencing technology.
- Ability to handle difficult situations constructively, with objectivity and professionalism.
- Ability to travel to attend meetings, training workshops and conferences. Overnight stays are a possibility.

**Responsibilities:**

- Work with MOFGA's policy staff and committee to develop, strengthen, and mobilize the organization's diverse network of stakeholders across Maine's legislative districts;
- Coordinate MOFGA's PFAS policy organizing response in conjunction with other MOFGA staff and stakeholders to pass federal legislation to create a farmer safety net.
- Build coalitions and grassroots support for specific policy initiatives including the federal PFAS safety net, and other priority campaigns.
- Create and implement campaign plans for policy priorities in coordination with the Public Policy Director and other staff as needed.
- Organize in-person advocacy events including lobby days, rallies, petition deliveries, tours and forums;
- Work with the Public Policy Committee to recruit and manage volunteers and interns;
- Plan and implement MOFGA's online organizing program:
  - Create and implement online campaign plans;
  - Develop public outreach materials including factsheets, action alerts, presentations, online updates, text messages, and email blasts;
  - Update MOFGA Public Policy web pages;
  - Draft advocacy emails and blogs.

- Represent MOFGA as needed at appropriate stakeholder meetings, at the Legislature and with the media.
- Assist in the production of documents and publications such as policies, report templates, newsletter articles, and fact sheets.
- Attend MOFGA Public Policy team meetings and MOFGA staff meetings as appropriate or required.
- Other duties and responsibilities as deemed necessary to carry out MOFGA's policy initiatives.

MOFGA's success is dependent upon the collaborative spirit among its staff members and volunteers. Employees are expected to be ready and willing to assist colleagues in all program areas when directed to do so by their supervisors. This includes having all staff work at the Common Ground Country Fair.

*The Maine Organic Farmers and Gardeners Association is a broad-based community that educates about and advocates for organic agriculture, illuminating its interdependence with a healthy environment, local food production, and thriving communities. MOFGA is committed to creating an inclusive and sustainable workplace that reflects this mission. MOFGA is an equal opportunity employer and does not discriminate on the basis of race, ethnicity, age, religion, gender, marital status, sexual orientation, disability, veteran status, political orientation, or any other characteristic protected by federal, state, or local law. We strongly encourage BIPOC (Black, Indigenous, and People of Color) and LGBTQ+ individuals, as well as veterans to apply.*

**To Apply:** Please submit a cover letter and resume to Heather Spalding at [heathers@mofga.org](mailto:heathers@mofga.org). Applications will remain open until the position is filled. MOFGA will begin application review and interview scheduling by November 15, 2023.