

FairShare CSA Coalition

Title: FairShare Executive Director

Start Date: Target start date for this position is February 2025

Location: FairShare office in Madison, WI and options to work from home

Compensation: This is a full-time, salaried position. This position will pay in the range of \$76,750 for a new or emerging leader to \$83,500 for an experienced executive-level leader.

FairShare is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status. FairShare encourages applicants of all backgrounds to apply.

The Opportunity

FairShare CSA Coalition is seeking an Executive Director to build on the successful growth of the organization and implement its current strategic plan. The major responsibilities of this role include the development of strong relationships, effective leadership, staff management, revenue generation and financial oversight.

The Executive Director leads the organization in delivering excellent programs and continually expanding and strengthening our position as a local food systems leader, while prioritizing equity throughout our work. ***This position is an opportunity to make a real difference and impact in our local community, and to work in a friendly and collaborative environment with a great group of people.***

About FairShare

Our vision: Thriving farms, vibrant communities, fresh food for all

Our mission: Building resilient food communities by investing in farmers & empowering eaters

[FairShare's Strategic Plan](#)

We are a group of passionate, deeply invested farmer and food equity advocates. We support small farms through production, labor and marketing/sales support, and invest in our local food communities by connecting farms with all eaters. We have a friendly and supportive workplace culture, and staff are passionate and enthusiastic about our work.

Our core values include strong communication and relationship building, authenticity, equity and work-life balance. Our collaborative, non-hierarchical team works together to create deep value for our stakeholders. We are a blend of hybrid and remote staff at many different career levels, coming together around a common vision. And our focus on delicious food is a throughline for our work and informal time together.

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About the role

- Build deep, mutually beneficial relationships with a wide variety of stakeholders to enact the vision, mission and strategic plan, with an emphasis on equity
- Manage and oversee the FairShare staff in a way that fosters a positive and healthy organizational culture in line with our [values](#)
- Oversee and participate in revenue generation to ensure FairShare's long-term financial health and stability
- Oversee financial compliance and budgeting
- Report to and collaborate with the FairShare board of directors
- [Detailed job description](#)

Qualifications

- 7-10 years of professional work background with experience supervising professional staff
- Experience developing and managing budgets of \$500K+, financial and operational acumen
- Deep knowledge about food systems and the agricultural industry is strongly preferred

Key Capabilities

- Positive, friendly relationship-builder with great communication skills who can build bridges with a wide array of stakeholders
- Strategic and able to tie the vision & mission to our team's day-to-day work
- A delegator with a clear vision of job scope
- Builder of strong and capable teams and culture through collaborative leadership
- Conscientious, values-driven, and passionate about FairShare's work and equity
- Comfortable managing a variety of workflows, taking initiative and managing time
- Participation in equity work including reflection on FairShare's role in systems that affect historically marginalized people

Work location & hours

FairShare staff work flexible hours and manage their time according to their workload and priorities. Some times of the year are busier than others, with major workflows including conferences, events, grant writing and budgeting. Summer tends to be a quieter time (when farmers are busy).

FairShare's offices are located on the near East Side of Madison, WI, near major bus lines and in an office building with free parking. This is a hybrid position, and the Executive Director should

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reside in Madison. They will be in the office at least one day a week, and attend local events and meetings, sometimes on evenings and weekends.

Compensation

This is a full-time, salaried position. Pay rates at FairShare fall within transparent pay bands based on market level compensation. This position will pay in the range of \$76,750 for a new or emerging leader to \$83,500 for an experienced executive-level leader.

Benefits

- Health insurance reimbursement plan (FairShare will reimburse an employee 80% of a single or family monthly premium up to \$400 per month)
- 401(k) retirement plan
- Generous paid time off including summer half day Fridays
- Additional paid and unpaid family, parental, and other forms of leave
- \$200 annual CSA share stipend
- Tech stipend as needed

To Apply

To apply for this position, please send a cover letter and resume in PDF format to board@csacoalition.org.

Applications will be accepted through **Friday, January 3**. The target start date for the position is February 2025.