



## Job Posting

**POSITION:** Chief Executive Officer (CEO)

**DATE:** January 23 – February 21, 2024

**Reports To:** Board of Directors

**LOCATION:** Albany, NY

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### WHO WE ARE

New York Farm Bureau is the premier agricultural service organization serving as the voice of agriculture. Our mission is *“supporting today’s agricultural needs and creating member opportunities for tomorrow through advocacy and education.”* New York Farm Bureau is at the center of moving our local food system forward, whose members help to feed their neighbors, our state, and the world. We strive to open doors and remove hurdles so family farms and agribusinesses can be successful today and for future generations. And we have a seat at the table for every major policy decision that impacts New York agriculture and our greater economy. This influence is noticed. City and State has named both our CEO and President as among the most influential people in upstate New York and in agriculture.

Our members, made up of the state’s diverse farmers, agri-professionals, and supporters, are at the heart of the organization. New York Farm Bureau advocates on member approved public policies that start with our 52 county Farm Bureaus. We help the state’s farms navigate challenges at the local, state, and federal levels while also working to create new opportunities that will help them thrive. This includes providing members with the latest news, educational programs, networking events, and leadership development. New York Farm Bureau also manages the Workers Compensation Safety Group 486 for members.

Our vision is to be *THE VOICE OF NEW YORK AGRICULTURE THAT UNITES A DIVERSE FARM COMMUNITY AND BUILDS A STRONGER FOOD SYSTEM AND RURAL ECONOMY.*

As New York’s premier agriculture steward, our 36 staff and 15 elected Board members serve 12,000 members and all of agriculture across New York State. Due to the upcoming retirement of our current CEO, after 27 years of service to our members, New York Farm Bureau’s Board of Directors is currently seeking a new CEO to lead this vibrant organization into the future.

### POSITION PURPOSE

Reporting to the Board of Directors, the CEO is responsible for the overall strategic planning and operations of New York Farm Bureau. This leader will establish a vision in partnership with the Board and staff and will successfully deliver results for a multitude of programs. In addition, the CEO manages the day-to-day business of New York Farm Bureau, Inc. and its subsidiary corporations.

### KEY ACCOUNTABILITIES

1. With the Board, collaboratively establish the business direction that supports organization strategy, operations, finances, and action plans to lead New York Farm Bureau into the future.
2. Provide visionary leadership that ensures the planning & execution of member-related and marketplace strategies and actions.
3. Maintain and build on being the strong advocacy voice for all aspects of New York agriculture.
4. Facilitate robust communication and information exchange between the President, Board of Directors, staff, and membership.
5. Design, plan and execute ag-related events to enhance the image and position of New York Farm Bureau and the state’s agricultural system.
6. Design and oversee strategies for growth in NYFB membership.
7. Oversee the design of innovative agriculture producer educational programs.
8. Coordinate the vision and leadership of NYFB distinct operating units:

- a. Membership
  - b. Public Policy
  - c. County Farm Bureau Relations
  - d. New York Farm Bureau Foundation
  - e. Workers Compensation Safety Group 486
9. Foster and grow Farm Bureau alliances with Ag Alliance members, agricultural organizations and governmental leaders and agency staff.
  10. Functions as the principal interface for New York Farm Bureau in relation to the Farm Bureau's ongoing relationship with its insurance partner Nationwide.
  11. Develop effective alliances with other state Farm Bureaus, American Farm Bureau Federation, and other organizations.
  12. Manages a culture of personal and professional growth and development for the NYFB staff and Board.
  13. Enhance the image of Farm Bureau and promote the organization through messaging & effective public relations.
  14. Oversee regulatory reporting and compliance associated with local, state and federal lobbying efforts.
  15. Oversee all organizational risk, including cyber-security.
  16. Continue to build on a strong foundation and actively manage the organization's culture, mission and vision.
  17. Facilitate management development and succession, proactively making necessary adjustments to maintain effective and efficient operation.
  18. Other duties as required.

## QUALIFYING CHARACTERISTICS

- Successful experience in a leadership role.
- Experience preferably in a similar organization leading policy, lobbying efforts, and/or member services, etc.
- Strong commitment and adherence to personal values that align with the New York Farm Bureau culture and code of ethics.
- Advanced knowledge and demonstrated experience in public policy, member relations, member education in an association or non-profit environment.
- Knowledge of the agricultural sector strongly preferred.
- Exceptional communication skills and the ability to engage a variety of stakeholder groups.
- Superior leadership, team building and talent development skills.
- Strong analysis, judgment, strategic thinking, and financial skills.
- Bachelor's degree in Business Administration, Public Policy, Agricultural Economics or related field. Advanced education preferred.

**FINAL DATE FOR APPLICATION: February 21, 2024**

Interested candidates should email a cover letter and resume to [CEOsearch@NYFB.org](mailto:CEOsearch@NYFB.org).

**New York Farm Bureau is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law.**

**Requirements of the job include the ability to do the work, with or without reasonable accommodation. It is the Organization's policy to make reasonable accommodation for individuals with disabilities. Leadership retains the right to add, subtract or change duties of the position at any time. This document does not create an employment contract, implied or otherwise, other than "at will" employment relationship.**

**The annual salary range for this position is \$130,000 – \$200,000. NYFB offers a generous benefits package, including health & welfare offerings, 401k with matching, paid time off and a strong, collaborative culture.**