



Senior Programs Manager

AN OPPORTUNITY TO HELP SHAPE THE FUTURE OF SUSTAINABLE AGRICULTURE

Leading Harvest is driving innovation in sustainable agriculture by providing independent, third-party certified sustainability standards across the agriculture value chain. We are recruiting a **Senior Programs Manager** to join our dynamic team and work closely with the Director of Strategic Partnerships to design and manage multi-stakeholder agricultural supply chain projects. This is a remote, U.S.-based position with minimal travel (~10 trips/year).

About Leading Harvest

Leading Harvest (www.leadingharvest.org) works with the entire agricultural value chain through independent, third-party audited standards, outcomes-based collaborations, and learning networks to accelerate the transition to a more sustainable agricultural system. It was formally organized in 2020 by a diverse group of stakeholders—from farmland owners to agricultural supply chain companies and communities. After launching in the U.S., *Leading Harvest* expanded its program to Australia and Canada and today certifies over 3,200,000 acres globally across 100 different row and permanent crop types.

When utilized, Leading Harvest standards provide a framework to help farmers and farm managers methodically tackle agricultural sustainability and make verifiable claims to the market while strengthening credibility, reputation, and social license to operate. Over the last three years, the Walton Family Foundation has awarded three substantial grants to Leading Harvest to accelerate its sustainability certification through pilot programs, resource development and educational initiatives. Leading Harvest has also entered into a partnership agreement with Nestlé USA to advance its core regenerative sourcing objectives. In addition, Leading Harvest has recruited Nutrien Ag Solutions, John Deere, and Nestlé to participate in its Founding Supporter Council.

The organization is governed by a Board of Directors comprised of recognized leaders from the social, environmental, and economic sectors. With diverse viewpoints across the agricultural landscape, the Board reflects the varied interests that make up the agriculture community from farmers to food retailers, environmental NGOs to labor organizations, investors to consumers.

Position Overview

Reporting to the Director of Strategic Partnerships, the **Senior Programs Manager** will oversee the management of multi-stakeholder agricultural supply chain projects within Leading Harvest's diverse membership base and strategic external partners. This individual will collaborate with the Director of Strategic Partnerships in scoping and designing projects that serve as proofs of concept for Leading Harvest's value proposition, advance sustainable agriculture with values-aligned partners, and support the organization's business development pipeline. We are seeking a detail-oriented, organized, collaborative, creative, and highly strategic individual who can serve as a close collaborator with the Partnerships + Programs team. The ideal candidate will have expertise in program and project management, budget management, and cross-functional leadership to drive impactful initiatives in agricultural supply chains. This role requires a deep understanding of agribusiness and agricultural supply chains and a natural aptitude for stakeholder engagement.

Specific responsibilities include:

Program development and management:

- **Lead multi-stakeholder agricultural supply chain projects** that align with Leading Harvest's mission, drive continuous improvement for members, and expand the program to new acreage and supply chain partners.
- **Strategically design programs** with a long-term vision for project objectives while effectively executing project management to achieve those goals, overseeing day-to-day project implementation and ensuring clear timelines, budgets, and objectives are met while maintaining projects within scope, on time, and on budget.

- **Coordinate cross-functional teams** within Leading Harvest, ensuring the right team members are engaged at the appropriate stages of each project for seamless execution.
- **Partner with the Chief of Staff** to establish and implement effective project management systems across the organization as Leading Harvest expands its operations.
- **Manage project budgets** by ensuring initiatives are fully funded and financial targets are met.

Stakeholder Engagement and Relationship Management

- **Collaborate with the Partnerships + Programs team** to engage members, identify key supply chain opportunities, and prioritize future project initiatives.
- **Cultivate relationships with stakeholders**, including members, prospective members, donors, NGOs, and government agencies, to strengthen Leading Harvest's network and support project success.
- **Represent Leading Harvest** at meetings, conferences, and forums related to agricultural development, advocating for sustainability initiatives.

Communications

- **Lead stakeholder meetings, presentations, and workshops** to ensure program alignment, foster collaboration, and drive action toward program goals throughout its lifecycle.
- **Work with the Partnerships + Programs team** to communicate project updates, successes, and challenges to internal and external stakeholders.

Candidate Profile

The **Senior Programs Manager** will be a self-starter who possesses a strong ability to develop programs with a long-term vision and effectively translate that vision into actionable project management strategies for successful execution. They will have organizational and relationship management skills. They should be insightful and collaborative, with the ability to engage with many kinds of stakeholders to build impactful programs and partnerships.

The ideal candidate will have the following attributes:

Experience and Skills:

- BS/BA minimum, with an advanced degree in a related field preferred.
- Highly collaborative.
- Minimum 8 years of relevant work experience, especially in program management and ideally in the food and agriculture field.
- Passion for the environment, sustainability, and conservation, and a working knowledge of the agriculture sector.
- Experience building and managing project budgets.
- Ability to thrive in a dynamic, start-up environment, embracing flexibility and adaptability in the face of constant change and evolving priorities.
- Strong oral and written communication skills, including meeting facilitation.
- Highly organized and detail-oriented.
- Willingness and ability to travel up to 10 times a year.

Compensation

The salary range for this role is between \$100,000-\$125,000, plus a competitive suite of benefits.

To Apply

Please send a resume and cover letter to info@leadingharvest.org with "Senior Programs Manager" in the subject line.