



STATE INNOVATION EXCHANGE FOOD, AGRICULTURE, AND RURAL ECONOMIES

Thursday, October 8, 2026

Director of Policy Food, Agriculture & Rural Economies (FARE)

About the State Innovation Exchange

The State Innovation Exchange (SiX) is a 501(c)(3) policy, strategy, and resource center for progressive state legislators. We empower, embolden, and equip state legislators to build and wield progressive governing power by/with/for the people they represent. We do this by providing legislators with the tools needed to shape impactful public policy and building their capacity to lead with their constituents. We foster long-term collaboration between legislators- across chambers, across regions, and across state lines - and with grassroots movements. Our vision is an equitable, resilient, healthy, and prosperous future for every person in the United States, which is secured and safeguarded by progressive state legislators. SiX's sister organization, SiX Action is a 501(c)(4) that works alongside SiX to build the capacity of state legislators by providing policy development, communications tools, and technical assistance.

About the Position

The Director of Policy of the FARE Program leads SiX's policy strategy on rural, agriculture, and food systems issues, working with SiX's Director of Organizing and the program's Senior Director. As the program's policy lead, this person will also help set the program's direction and lead SiX's rural organizing and advocacy work, partnering with regional leads and outside organizations to advance it in the states. The ideal candidate has experience with and is comfortable working with rural legislators and across political ideological lines.

While this role is weighted toward policy impact, organizing knowledge and experience are essential to doing it well. In rural and agricultural communities, winning policy depends on the people who are affected by it - farmers, food and farm workers, and rural residents whose voices give legislators the reason and the backing to act. The Director of Policy will need to understand how organizing builds power, work with organizers and partner groups to bring community priorities into policy development, and connect legislators with constituents and coalitions that can move proposals forward. Candidates should bring deep policy expertise as well as a strong understanding of the legislative process with hands-on experience in, or a strong grasp of, rural grassroots organizing and coalition building.

Compensation, Benefits, Location, and Travel

This is a full-time, exempt position. The position is remote and open to candidates living in the continental United States, with a preference for those living in a rural community subject to SiX's ability to employ staff in that location. This position requires travel approximately 8-10 times per year for in-state meetings, coalition and partner events, staff retreats, organizational convenings, and other work-related needs.

The starting salary for this position is **\$110,000**. SiX uses a nonnegotiable starting wage system to support equity and internal parity, while benchmarking compensation to competitive nonprofit-sector markets. SiX offers competitive benefits including generous healthcare coverage options for you and your family, life insurance, a retirement match, a flexible schedule, and a generous leave and holiday schedule.

Role Responsibilities

All staff at SiX have personalized role responsibilities – the outcomes and impacts you are expected to deliver as part of your unique role within the organization. As the Director of Policy of the FARE program, you report to the Senior Director of FARE and will be responsible for delivering on the following expectations in your day-to-day work:

Policy Strategy and Program Execution: Under the direction of the Senior Director and in collaboration with the Director of Organizing, you will lead the development and implementation of policy strategy for SiX's national, food, agriculture and rural priorities. You will recruit and build relationships with state legislators and help them become effective progressive voices on agriculture, rural, and food systems issues. You will create opportunities for learning and skill-building and respond to legislators' emerging needs with policy, advocacy, and communications support. You will share responsibility for recruiting legislators to the Cohort for Rural Opportunity and Prosperity (CROP) and growing their leadership and you will work with other organizational department leads on planning across programs and the organization.

Legislative Tracking and Analysis: You will track and analyze state legislation on agriculture, rural, and food systems issues across the country. You will spot trends, model policies, and threats, and you will assess how proposals would affect farmers, food and farm workers, and rural communities. You will share this analysis with legislators, partners, and SiX colleagues through written products such as newsletters, bill summaries, policy briefs, and session reports, and through formal presentations at briefings, webinars, coalition meetings, and conferences. Your analysis will guide SiX's policy strategy and help partners decide where to focus their advocacy and organizing.

Rural Organizing and Advocacy: Working with the Director of Organizing, regional leads, and partner organizations, you will lead SiX's rural organizing and advocacy work. You will connect legislators with farmers, food and farm workers, and rural communities so that policy is shaped by the people it affects. You will support campaigns that build public backing for policy priorities and help legislators build relationships across the political spectrum.

Partner Relationships: You will build and maintain strong relationships with national and state-based coalition partners so that legislators' work complements and responds to movement priorities. You will lead joint projects with partners, such as webinars, trainings, and policy materials. You will strengthen existing partnerships, build new ones that advance the program's goals, keep partners informed about SiX's work, and find opportunities for partners and legislators to work together.

External Affairs: You will take on leadership roles across the movement and serve as a spokesperson and thought leader on rural, agriculture, and food systems policy, both in the media and at conferences. You will represent SiX at conferences and events, with funders and at meetings, and you will raise SiX's profile and reputation with

external stakeholders.

Reporting and Learning: You will make sure all reporting requirements for the program are met on time. You will track and share key outcomes and lessons with leadership and connect activities across states and programs.

Organizational Alignment: You will make sure the FARE team lives SiX's values, practices equity and inclusion, follows all applicable rules and regulations, and aligns its work with SiX's strategic plan and programmatic goals.

Core Competencies

All staff roles at SiX are grounded in a set of core competencies that are standardized across the organization based on the type of role you hold. As the Director of Policy of FARE you will be expected to demonstrate the following core competency expectations in your day-to-day work:

Equity and Inclusion. You are able to consistently integrate your deep understanding of key equity concepts into work projects and interactions by addressing structural implications and disproportionate impacts of policies, activities, and decisions on race, gender, class and other group identities within the context of job responsibilities and projects.

Strategy and Implementation. You are able to provide strategic consultation and advice in the formation, oversight, and execution of your team's work and their deliverables. You ensure ongoing programmatic excellence and accountability for your team in alignment with SiX's organizational strategic plan and funder requirements. You are able to successfully implement the core activities of your department/issue area through direct program implementation and/or the management of staff who are responsible for program implementation.

Staff Management. You are able to support and cultivate staff and consultants. You effectively engage in and resolve conflict and you are able to adeptly manage across lines of difference within a multi-racial and multi-generational organization.

External Partner Management and Movement Building. You are able to identify, cultivate, and maintain successful partnerships with external stakeholders in the implementation and impact of your department/issue area. You possess the ability to identify, recruit, hire, delegate, and manage contractors and/or vendors to implement components of the work, on an as needed basis.

External Communications and Brand Management. You are able to adeptly represent the organization and serve as a spokesperson and thought leader with legislators, the public, and members of the press. You advance the organization's reputation, profile, and brand with key stakeholders. You possess excellent written and verbal communication skills.

Knowledge Management. You are able to provide consultation and input on the design of systems, processes, and tools to better support the facilitation, collection, and sharing of knowledge that is generated by your portfolio. You ensure consistent data collection and analysis on key project outcomes. You work collaboratively with the senior management team to integrate cross-program activities and functions.

Financial Oversight. You are able to assist with managing the resources of your department/issue area. You manage your team to provide timely, accurate financial information, as needed, and comply with all internal financial protocols.

Fund Development. You are able to successfully secure resources for your department/issue area. You are able to effectively design funding requests, and communicate those ideas, both in writing and in-person, to targeted audiences.

Compliance. You are able to ensure that all activities within your program area/department, as well as the staff you manage, comply with relevant nonprofit laws and adhere to internal policies, practices, and protocols.

Organizational Culture and Values. You are able to ensure that you and the staff you supervise practice and uphold the organization's values in your day-to-day and long-term work. You steward and exemplify an organizational culture that is productive, collaborative, and equitable.

Organizational Values

All staff at SiX are responsible for upholding our organizational values, which were developed collaboratively by all staff. These describe the way we strive to do our work together and the kind of organizational culture we want to build. As the Policy Director of FARE, you will be responsible for demonstrating the following behaviors in carrying out your day-to-day work:

Adaptability and Imagination. We embrace learning from our past, present, and future, remaining open to new perspectives and innovative approaches. Change is necessary, and we actively cultivate the courage to envision and pursue possibilities beyond the status quo.

Connection, Relationship, and Collaboration. Authentic relationships and principled partnerships are the foundation for building people-centered power. Trust, respect, and accountability guide how we work together, ensuring that the quality of our work is just as important as the path we take to achieve it.

Wholeness, Consideration, and Care. We recognize and honor the full humanity of ourselves and those around us. Everyone deserves joy, rest, safety, and respect, and we create flexible, caring work environments that uphold these values.

Belonging and Difference. We are committed to upholding the inherent value of all people across identities, experiences, and perspectives. We actively work against systems of oppression that harm the communities we are part of and collaborate with.

Sustainability and Perseverance. We prioritize the long-term sustainability of ourselves, our communities, and our organization by pacing our work, reducing harm, and fostering an environment of shared knowledge and abundance.

How to Apply

Interested applicants should submit a compelling cover letter and resume [using the application form](#). Applications will be reviewed on a rolling basis until the position is filled. **Priority will be given to candidates who apply by Friday, October 23, 2026.** For further assistance, please contact jobs@stateinnovation.org with "Director of Policy, FARE" in the subject line of the email.

State Innovation Exchange is an equal opportunity employer. We encourage people of color, women, LGBTQ folks, people with disabilities, and immigrants to apply for open positions. We do not discriminate on the basis of

race, color, religion, gender, gender identity, sexual orientation, disability, national origin, age, marital and/or veteran status, or any other characteristic or activity protected by federal, state, or local law.