EXECUTIVE DIRECTOR

NATIONAL BLACK GROWERS COUNCIL | REBUILDING-FOCUSED JOB ANNOUNCEMENT

The National Black Growers Council (NBGC) is a 501(c)(3) organization dedicated to improving the efficiency, productivity, and sustainability of Black row-crop farmers. NBGC seeks an Executive Director to lead a period of organizational rebuilding: restoring capacity and activity, reengaging farmers and partners, strengthening financial sustainability, and laying a credible foundation for future growth.

The Executive Director reports to the Board of Directors and will lead the development of a board-approved organizational rebuilding strategy after appointment, informed by an assessment of NBGC's operations, membership, programs, and financial position.

Primary responsibilities and expected results

- Organizational rebuilding: Diagnose organizational capacity, programs and operations; establish recovery priorities, accountable owners and board-approved 6-, 12- and 24-month milestones.
- Financial stability and fundraising: Rebuild sponsor and funder relationships; develop a diversified revenue pipeline, annual budgets, financial controls, and monthly/quarterly financial reporting.
- Membership recovery: Reconnect with existing and inactive farmer members, assess needs, recruit new members, improve retention, and measure meaningful participation.
- Farmer services and programs: Restore relevant field demonstrations, technical education, crop-marketing resources and agricultural policy/program information, tracking usefulness and reach.
- People and partnerships: Supervise staff and contractors, clarify roles, strengthen board communications and build productive agricultural and community partnerships.
- Execution and transparency: Report quarterly to the Board on agreed KPIs, budget-to-actual performance, milestones, risks and corrective actions.

Required application materials

- Current resume highlighting leadership, organizational recovery, budgets, fundraising, staff management and relevant agriculture experience.
- Cover letter describing relevant leadership experience, demonstrated accomplishments in organizational rebuilding, fundraising, membership engagement, and reasons for interest in NBGC.
- Three signed professional reference letters. Each must provide the reference's name, title, organization, relationship to the applicant, telephone number and email address.

Evaluation criteria — 100 points

Competency	Points
Organizational rebuilding and strategic execution	25
Fundraising, sponsorships and financial stewardship	25
Membership recovery and farmer engagement	15
Agricultural programs and measurable farmer impact	15
Staff leadership, partnerships and communications	10
Execution, reporting and data capability	10

TOTAL	100

Reviewers will evaluate documented past results, relevant leadership competencies, financial stewardship, farmer engagement, and evidence of accountability.

Qualifications and position information

Bachelor of Science required; MS/PhD in agriculture or a related field preferred. Minimum 10 years of demonstrated organizational leadership and management experience. Strong farmer-facing communications, collaborative management and proficiency with digital, data and presentation tools.

Location: Flexible; Pine Bluff, Arkansas preferred. Travel to field sites and meetings required. Salary: Competitive based on education, experience and background. Start date: Negotiable. Application deadline: November 22, 2026.

Apply or ask questions: awilliams@nationalblackgrowerscouncil.com. Subject: NBGC Executive Director Application – [Applicant Name].

NBGC is committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, sexual orientation, age, marital status, disability, gender identity, or veteran status.