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 be accountable for a measurable 24-month recovery plan, developed with the Board and informed by an initial assessment. Applicants are not expected to know NBGC's unpublished baseline figures; targets should clearly identify assumptions and how they will be validated.

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 incorporating a TWO-YEAR NBGC REBUILDING PLAN with specific numerical or otherwise objectively verifiable targets at months 6, 12 and 24 in each of the three priority areas below. Include a first-90-days diagnostic, assumptions, resources, responsible parties and risks.
- Three signed professional reference letters. Each must provide the reference's name, title, organization, relationship to the applicant, telephone number and email address.

Required targets in the two-year rebuilding plan

Priority	Candidates must propose measurable 6-, 12- and 24-month targets
Membership recovery	Active members, reactivated members, new members, retention and participation; define "active member."
Fundraising recovery	Funds committed/received, sponsor renewals, new sponsors, grant pipeline and revenue-source diversification; distinguish commitments from cash.
Organizational sustainability	Operating budget and reserve/runway targets, staffing/operational capacity, reporting cadence,

	program delivery and governance milestones.

For each priority, candidates should explain the baseline they would verify in the first 90 days, the rationale for each target, the actions required, and how progress will be measured. Targets are proposals—not pre-established NBGC commitments.

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 demonstrated past results, the feasibility and specificity of the proposed rebuilding plan, and evidence of accountability—not simply the ambition of the numbers.

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 15, 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.