



Pennsylvania Certified Organic (PCO), is seeking an Executive Director to further its mission to “Ensure the Integrity of Organic Products and Serve our Farming Community”. The Executive Director will provide strategic direction and leadership for the organization. The ideal candidate will possess a passion for the organic industry and a vision for its future as described by PCO’s core values. A successful candidate will have an established track record of ensuring efficient operations while driving organizational growth, development, and results. In addition, PCO is seeking an individual who has supervised, managed, and nurtured staff members and teams. A proven history of excellent communication skills and the ability to build, cultivate, and steward relationships in a variety of settings are essential to the role. For more information visit: <https://www.paorganic.org/openings> or email Stacey Budd at sbudd@paorganic.org

Executive Director Job Announcement

Pennsylvania Certified Organic (PCO), is seeking an Executive Director to further its mission to “Ensure the Integrity of Organic Products and Serve our Farming Community”. The Executive Director will provide strategic direction and leadership for the organization in partnership with PCO’s Leadership Team, Board of Directors, its members, and regional stakeholders.

The ideal candidate will possess a passion for the organic industry and a vision for its future as described by PCO’s core values. A successful candidate will have an established track record of ensuring efficient operations while driving organizational growth, development, and results. In addition, PCO is seeking an individual who has supervised, managed, and nurtured staff members and teams. A proven history of excellent communication skills and the ability to build, cultivate, and steward relationships in a variety of settings are essential to the role. Remote candidates will be considered.

PCO, located in Spring Mills, PA, is a nonprofit, USDA-accredited, organic certifying agency positioned for growth. Founded in 1997, PCO provides organic certification services to more than 1600 member producers and processors in Pennsylvania and U.S. PCO has grown to be one of the top five certification agencies in the U.S. with an incredibly talented and dedicated team of 30 staff, and over 50 contracted inspectors, located in 16 states. PCO is a unique nonprofit, that generates the vast majority of its revenue from a fee for service structure, which allows for opportunities for future development of innovative services and organizational growth.



Essential Requirements:

- Minimum of 5 years of successful executive level leadership in the non-profit, professional services, or related industry.
- Experience or working knowledge of the organic farm and products sector, certification and organic regulations.
- Bachelor's degree or equivalent combination of education and experience necessary to fulfill the requirements of the position.
- Experience successfully supervising, evaluating, and supporting staff, and managing effective teams.
- Aptitude for implementing technology-driven approaches to ongoing work processes, leveraging technology for business development, and experience embracing technology and data to inform decision-making.
- Exceptional organizational abilities, and the ability to present PCO persuasively to a wide range of stakeholders representing diverse interests and perspectives.

Desired Experience:

- Work with a mission-driven organization.
- Participation in a compliance driven, highly regulated industry.
- Collaboration with a Board of Directors.
- Strong change management skills and a commitment to being proactive and building trust among stakeholders.
- A demonstrated history of community involvement

This is a full time, exempt position. Salary range: \$92,500-\$127,200

Benefits: health, dental, vision, disability, and life insurance; Simple IRA, generous holiday, and paid time off.

Priority will be given to applicants who apply by March 15, 2020. Please submit a resume and cover letter through our application process: www.paorganic.org/openings or by emailing Stacey Budd at sbudd@paorganic.org.

PCO Employee Value Statement

Our core values serve as a guide for how PCO works and makes decisions every day. Through our Core Values, we recognize the interdependent relationships between all our stakeholders: certified clients, supporters and members; PCO staff and independent contractors; partner organizations; community and environment.



We keep people at the center of every action, interaction, and decision. We value employees who:

- Care intensely about our stakeholders and their ability to succeed.
- Show deep respect for human beings inside and outside our company and for the communities in which they live.
- Listen well and seek to understand before reacting.
- Are empowered to provide proactive solutions.
- Communicate in a clear and timely manner.

We promote restorative practices that improve the world for future generations. We value employees who:

- Provide sensible enforcement and understand how that impacts people, the environment, and the organic industry.
- Create a network of support by connecting stakeholders to resources.
- Are an advocate for PCO and the industry - building trust in organics from the inside out.

Embrace transparency and integrity in all our work. We value employees who:

- Embrace humility, own mistakes, and honor commitments.
- Actively welcome and give constructive feedback.
- Foster a participatory workplace through inclusive discussion and decision making.

At PCO we strive to promote a work culture that promotes caring, purpose, and results.

PCO is committed to providing opportunities to all qualified applicants regardless of race, color, religion, national origin, age, ancestry, political beliefs, union membership, disability (in accordance with the American With Disabilities Act and the Pennsylvania Human Relations Act), veteran status, gender or sexual orientation, marital or familial status, genetic information, and any other characteristic protected by law.