



Advocacy and Policy Specialist Position

NOFA-NY is hiring a full-time Advocacy and Policy Specialist position.

Position Summary

We are seeking a passionate and skilled Advocacy & Policy Specialist to advance our mission to support organic farmers and protect organic food through strategic policy engagement, coalition-building and public advocacy campaigns. Reporting to the Executive Director, you will translate NOFA-NY's mission into concrete legislative and regulatory wins.

Key Responsibilities

Policy Research & Analysis

- Design, implement and prioritize NOFA-NY's public policy program at the state and federal levels
- Research, analyze and monitor federal and state legislative and regulatory developments and issues affecting organic farmers, gardeners and consumers
- Produce high-quality policy briefs, fact sheets, testimony, and comment letters for policymakers and agency staff
- Track bill progress and agency rulemaking; summarize implications for leadership and stakeholders
- Synthesize academic, government, and stakeholder research into accessible materials for diverse audiences

Advocacy Campaigns

- Design and execute integrated advocacy campaigns aligned with the organization's strategic priorities
- Develop messaging frameworks, action alerts, and campaign toolkits for member and partner use
- Represent NOFA-NY at hearings, town halls, and public forums (Albany, NY and DC)

Coalition & Stakeholder Engagement

- Assess and prioritize current partnerships and build and sustain current relationships with partner organizations, advocacy coalitions, government officials, and community leaders
- Facilitate coalition meetings and working groups; manage shared advocacy agendas
- Build relationships with decision-makers and influencers, including legislators, state agency staff, federal (organic) regulators, researchers, and health professionals to further NOFA-NY's policy agenda.
- Promote and lead NOFA-NY's member engagement on policy and lead and organize the work of the Policy Committee
- Participate in alliances and coalitions to promote advocacy and policy collaborations and identify and cultivate new strategic alliances to expand the organization's policy influence



Communications & Outreach

- Draft op-eds, blog posts, and social media content amplifying policy positions
- Coordinate with communications staff on media strategy for campaign launches and legislative moments
- Deliver advocacy training and capacity-building workshops for member organizations and community stakeholders
- Serve as a NOFA-NY advocacy and policy resource for board, staff and the community

Qualifications

Required:

- Bachelor's degree in public policy, political science, or related field such as farming.
- Knowledge of organic farm management and/or organic certification process
- Project management skills, ability to organize work across and within teams and effective committee work.
- Grant writing & management experience.
- Demonstrated success influencing legislation or regulation
- Strong written and oral communication skills
- Experience managing coalitions or partnerships
- Knowledge of the legislative and regulatory process

Preferred:

- Hill, agency, or NY statehouse experience
- Familiarity with IRS lobbying rules for 501(c)(3) organizations
- Bilingual or multilingual skills

Work environment:

- Flexible work from home with requirement to attend office meetings in person as needed.
- Remain composed under tight deadlines, shifting work priorities, and complex issues and questions.
- Significant time on computer and telephone.
- Work can be outside of normal office hours, including evenings and weekends during events.
- Work may include exposure to farms and the elements – i.e. animal dander, dust, pollen, mud, inclement weather, and uneven ground. May require standing for periods of time outside while staffing on farm educational events.
- Valid Driver's License and reliable transportation required.

Position Type and Expected Hours of Work

Full-Time, Monday through Friday, working 40 hours per week. May require occasional extended hours during peak periods.

Salary Range between \$61k to \$64K commensurate with experience.

NOFA-NY is an equal opportunity employer and will consider all positions equally without regard to race, color, religion, gender identity, sexual orientation, national origin, age, disability, genetic information, marital or veteran status or any other protected class as provided in the Americans with Disabilities Act.