



Kitchen Table Advisors
**Business Advisor
Job Posting**

2 Openings:
1 Bilingual Native Spanish Speaker
1 Bilingual (preferred, not required)

Support the work of local farmers by sharing your skills, knowledge and expertise.

Do you have hands on experience or a natural talent for coaching, advising, and asking the right questions to help business owners figure out how to make more clear decisions and build stronger businesses?

Are you a heart-centered-financial-planner-numbers-geek who wants to help create a future where sustainable farmers thrive and who has first hand experience farming or being an entrepreneur?

Job Description

Summary

Lead core program that provides in-depth 1:1 business advising to help sustainable small farms and ranches turn the corner with their business. Live our organizational values of being farmer-centric, valuing people and relationships, making a difference, and leading from the heart. Share leadership in shaping our future, through measuring impact, storytelling and organizational development.

These two roles will help take our organization to the next level as we begin to scale up our program in the region and solidify our best practices while measuring and improving impact. You will join a small but mighty team of six: Program Team (2 Business Advisors & Program Director), Relationships Team (Community Engagement Manager & Associate Director) and Executive Director. We anticipate these roles to start in summer of 2017 at a part-time capacity, with potential to increase hours in 2018 and beyond.

Program Responsibilities: What you will do:

- Cultivate trust and add value to the lives and livelihoods of our next generation of farmers.
 - What this looks like:
 - Committing to a three year relationship with 2-10 farm clients. Monthly in person 1:1 visits on the farm or at the kitchen table. Asking thoughtful and provoking questions and listening deeply. Uncovering the goals of the business and offering tools, knowledge and resources towards achieving those goals. Setting action items and follow up for the next meeting. Being the business coach.
 - Examples:
 - Exploring the cost analysis of various market channels. Filling in a cash flow projection together. Discussing the difficulties and potential outcomes of a small family business. Identifying optimal markets and stewarding introductions. Supporting development purchase agreements. Make a connection to one of our Volunteer Advisors for legal education, branding and marketing support, or discussing human resources issues and solutions. Leadership and interpersonal coaching and listening.
- Support our organization in taking the next step in scaling up our program in the region.
 - We are a team that thrives because of our shared leadership in supporting the organization, from making connections with like-minded individuals in your community, to being farmer-centric in everything we do. We aim to measure our efficacy while we engage in this high growth period for our organization, moving from our pilot program of working with 10 clients towards supporting 50 active clients at a time and engaging the growing number of alumni / program graduates.

- Deepen the interconnectedness in our ecosystem by making sure our piece of the puzzle (and our focus on equity) fits well with key partners and stakeholders
 - We believe that the leaders of our next generation of successful farm business owners should reflect the faces and cultures of the people who work cultivating our fields. We also believe in staying focused on our program of 1:1 business advising as just one piece of the tapestry of support that all farmers need to be successful.
 - Therefore, we invest in key partnerships with organizations who specialize in complementary programs, from Farmers Market Associations to Food Hubs, to Financial Institutions, to other Non-profit organizations who focus on social equity or environmental stewardship, etc.
- Strengthen our program to increase efficacy + lay foundation for future growth + replicability
 - As our organization grows over this phase, we aim to design and document standard operating procedures; refine how we leverage people capital in our work; and define environmental and social impact metrics.

Organizational Resilience Responsibilities:

- Share leadership with Staff and our Kitchen Cabinet (advisory board) to shape the evolution of our program, on the ground and strategically shaping our vision for the future, removing a lack of business acumen as a barrier to farm business viability.
- Collaborate with and support staff and volunteer team to evaluate program efficacy, tell the story of our clients and our impact, and generate the resources for our work through communications, farm tours, events and 1:1 relationship building.

Qualifications

- Passion for sustainable food and farms
- Solid hands on experience with business and financial analysis, practical business planning and financial management and decision making
- Experience running a small business or providing coaching, consulting or technical assistance to small business owners, preferably food or farm businesses
- Connection to agriculture: family background or business, work experience, etc.
- 1 position: Bilingual English/Spanish required. Native Spanish speaker highly preferred.
- 1 position: Bilingual preferred (not required): English/Spanish or English/Hmong
- Good listener
- Proactive, can work independently
- Live and work in one of the following regions:
 - Central Coast (San Benito, Santa Cruz, Monterey, San Mateo, Santa Clara counties)
 - East Bay to Sacramento Valley (Yolo, Solano, Contra Costa, Sacramento counties)
 - San Francisco & North Bay (SF, Marin, Sonoma, Napa, Lake counties)
 - San Joaquin Valley (Stanislaus, Madera, Merced counties)

How To Apply

Please email a resume and thoughtful cover letter explaining your interest in this particular role at this time in your career. Online application [HERE](#). For additional questions, please contact: Paige@KitchenTableAdvisors.org.

About Kitchen Table Advisors

Kitchen Table Advisors works with a diverse group of small, sustainable farms and ranches and a community of their passionate supporters to provide the business guidance, support, and knowhow needed to grow a financially viable business. We invest in the economic viability of the next generation of sustainable small farms and ranches so they can serve as the foundation of stronger and healthier regional food systems. We are a small but growing team of fun-loving, committed sustainable food and farming champions who are leveraging their connections, expertise, and talents to make a real impact on the food system. By being a part of this small nonprofit organization your contributions will shape the future of our work.