Biodynamic Demeter Alliance
Development Director

About Biodynamic Demeter Alliance
The Biodynamic Demeter Alliance is a newly formed national organization focused on biodynamic agriculture and food systems in the United States. The organization is the result of a thoughtful unification and expansion process involving the two strongest and most visible organizations within the movement: the Biodynamic Association and Demeter USA. The combined organization offers a cohesive, networked association that can facilitate the practical growth and maturation needed to implement systemic change in the US food system and marketplace at large.

Biodynamic agriculture holds the key to solving many of the issues facing our world today -- from climate change to water scarcity, social injustice and the social and emotional well-being of people and communities. The Alliance works to advance the knowledge and growth of biodynamic practices, principles, research, markets, and certification in support of healthier landscapes, farms, and people, and improved economic, spiritual, and social wellbeing. By incorporating diversity, equity, inclusion, and justice practices as keystones, the Alliance works alongside all farmers, food entrepreneurs, and enthusiasts that share the goal of growing resilient, equitable, inclusive, and just food economies and systems.

The international biodynamic movement will celebrate 100 years in 2024. Both the Biodynamic Association and Demeter USA have a long established history and deep roots of support. The joining of the two organizations, combined with the power of more than 30 regional organizations, a national conference, and many major brands turning to biodynamic certification to improve the quality of their products and to shift their impact to be regenerative has created an opportunity for tremendous growth.

As an early-stage organization, the Biodynamic Demeter Alliance does not yet have its own website. To learn more, visit the Biodynamic Association website at https://www.biodynamics.com/ and the Demeter USA website at https://www.demeter-usa.org/.

About the Opportunity
Biodynamic Demeter Alliance seeks a Development Director to support the Executive Director and board in growing the organization to fulfill its ambitious mission. This position reports to the Executive Director and has regular interaction with the Alliance board of directors and advisory committee members.

The Development Director will have the opportunity to lead cultivation and solicitation of charitable dollars for the Alliance and its sub-entities, as well as raise investment capital for environmental and social change. The North American biodynamic movement’s strong connections to aligned organizations in Europe and elsewhere provide opportunities to seek funding abroad as well as nationally.

While the Alliance is a newly formed organization, it brings together networks across the biodynamic and regenerative agriculture movement, including 30 regional biodynamic organizations across the United States. The Development Director will have the opportunity to build from the relationships and databases of the Biodynamic Association and Demeter USA. Meanwhile, the board members and Executive Director are eager to deploy their time and networks in service to resourcing the Alliance’s mission, equipped by the strategic direction and expertise of the Development Director.

Ideal Candidate
The Biodynamic Demeter Alliance’s first Development Director is a creative networker motivated by the opportunity to make connections and galvanize resources for nationwide and international food systems change. A seasoned major gifts professional, the ideal candidate has a track record of securing six-figure gifts, along with some experience in the seven-plus-figure range.

As this is an entrepreneurial role within an essentially start-up environment, the Development Director must be comfortable executing on all levels, from high level strategy and cultivation of major donors to ensuring the implementation of accurate systems for entering, tracking, and reporting data – and everything in between. Successful candidates will be well-served by previous experience building a development team.

Some understanding of for-profit capital raise methods is a plus, but not required.

Knowledge of organic, regenerative, Indigenous, and/or biodynamic agriculture or land practices is a strong plus but not required. Likewise, an understanding of initiatives, movements, or ideas inspired by the work of Rudolf Steiner, otherwise known as anthroposophy, is helpful but not required.

Qualifications
To be considered, candidates must have nonprofit fundraising experience with a track record of raising six-figure major gifts, along with professional experience in an entrepreneurial environment.

Location and Time Commitment
This is a remote position and the Development Director can be based anywhere within the United States. The Biodynamic Demeter Alliance is a geographically distributed organization serving constituents across the United States and the world. While the administrative office is in East Troy, WI, all staff work remotely. Due to the spread across time zones, most staff meetings take place between 9am-2pm PT/12pm-5pm ET.

Compensation
Working out of a pay equity and living wage framework, the Alliance expects to offer a salary in the $100K-$150K range, with a competitive benefits package.

To Apply
The Biodynamic Demeter Alliance is an equal opportunity employer with a strong commitment to Diversity, Equity, and Inclusion. People of color, people of all ethnic backgrounds and religious affiliations, people of all sexual orientations and gender identities, and people with disabilities are encouraged to apply.

To apply, please send an email to resumes@biodynamics.com to include the following:

● Resume
● Cover letter including the following details:
  o Why you are interested in working with the Biodynamic Demeter Alliance
  o How your skills, interests, work history, and lived experience intersect with the responsibilities and qualifications of this role
  o Anything else you want us to know about you

Applications will be reviewed and interviews will be scheduled on a rolling basis. The start date is flexible based on the needs of both the candidate and the Biodynamic Demeter Alliance.
Candidates with questions prior to applying are invited to contact us at resumes@biodynamics.com. No phone calls, please.