



Position summary

Position: Working Lands Program Director.

Status: Permanent, exempt, 1 FTE, 37.5 hours per week.

Hours: Primarily weekdays; some evenings, weekends, and holidays required.

Reports to: Executive Director.

Location: Remote, but must be located in Oregon. Flexible primary residence within Oregon. Year-round travel to farms, forests, ranches, and watersheds across Oregon as well as the State Capitol (travel/lodging/meals budget in addition to direct compensation).

Compensation: \$75,000–\$85,000 per year depending on experience. Healthcare plan, dental plan, vision plan, retirement plan (eligible for direct 4% contribution). Paid holidays and generous paid time off and sabbatical plan. Eligible bonus for the candidate's demonstration of communication in languages other than English to advance this work.

Desired start date: Monday, July 6, 2026

1000 Friends is seeking a demonstrated leader in Oregon agricultural land use policy to advocate for the effective defense and enhancement of Oregon land use policies protecting our farms, forests, and watersheds. This leader will bring a proven track record of collaborative problem-solving on key land use issues in Oregon.



About 1000 Friends of Oregon

As Oregon's only statewide land use watchdog, 1000 Friends of Oregon works with Oregonians to improve our quality of life by building livable and lovable cities and towns, protecting family farms and forests, and conserving natural areas. 1000 Friends achieves these efforts by building power with Oregonians across the state through land use policy research, advocacy, mentorship and programming, coalition-building, and enforcement. And, as a result of these efforts, Oregonians continue to take care of the only statewide watchdog; the majority of funding, year after year, comes from individual donations.

We are at a pivotal time in Oregon history: Special interest groups want to undo our state's land use planning program to pave over Oregon's natural resources for corporate profits. The next generation of Oregon farmers, foresters, and ranchers need our support. Resource land values are rising, making it harder for young and historically excluded people to get access to land. And restoring and enhancing our land use protections for working lands to eliminate sprawl remains our most effective tool to store carbon and avoid spikes in carbon pollution.

We work with our Board of Directors, Forestry and Agriculture Advisory Committee, Affiliate Network, members, and partner organizations to ensure we are responding to the most timely issues. By defending strong protections for farms and forests with our Working Lands team, and planning for smart growth in our cities and towns with our Great Communities team, 1000 Friends is fighting for a high quality of life for generations to come.



About For Our Lands: A 2040 Stewardship Pledge

For Our Lands: A 2040 Stewardship Pledge represents a commitment from 1000 Friends of Oregon to honor the stewards of our working lands by defending the land use protections of our farms, forests, and watersheds. For Our Lands is a data-driven, multi-year program focused on protecting over 142,000 acres of working lands—equivalent to approximately 800 family farms—that are at risk of irreplaceable conversion or fragmentation.

1000 Friends of Oregon co-created the vision with measurable goals along with some selected strategies in For Our Land: A 2040 Stewardship Pledge with our Board of Directors, Working Lands Team, key government agency representatives, our Forestry Agricultural Advisory Committee leaders, and many of our local affiliate organizations, funders, and members of the organization.

About the Working Lands Program Director

The Working Lands Program Director joins the Working Lands Team to develop, implement, and manage strategies to partner with Oregonians to protect Oregon's farms, forests, and watersheds from conversion and fragmentation. Following are the types of activities that the Working Lands Program Director will lead or support.

- Expand the scope of those who understand, and participate in, advocating for farm and forest land protections at the state and local levels by: Maintaining existing, and building new,



relationships with our Forestry and Agricultural Advisory Committee, affiliates, external agriculture and forest land use organizations, land managers and workers, those from younger and more diverse backgrounds entering into farming, food advocacy organizations, food processors, and more.

- Work with partner organizations and farm, forest, and ranch stewards to organize educational tours of working farm, ranch, and forest operations for elected officials, members, funders, and others.
- Work collaboratively to research policy and funding solutions to solidify land use protections for agricultural, forest, and ranch lands, including in areas where multiple bottom objectives can be achieved, such as guiding development away from more frequent and natural disasters, capturing and storing water, bolstering habitat, providing livelihoods, and storing/sequestering carbon.
- Work with our legislative staff, contract lobbyists, and other Working Lands team members to 1) Advocate for legislation to strengthen agriculture and forest land protection policies, and 2) Defeat legislation that would weaken agriculture and forest land protection policies. Activities could include:
 - Organizing partner organizations and individual farmers, foresters, and ranchers to advocate at the legislature for law improvements;
 - Working collaboratively to draft legislation and prepare testimony; and



- As needed by Legislative Manager, meeting with legislators or testifying in legislative committee hearings on agriculture and forest land use policy.
- Work with the Working Lands team to promote Land Conservation and Development Commission (LCDC) rulemaking needed to improve agriculture and forest land use policy. Activities could include:
 - Organizing partner organizations and individual farmers, foresters, and ranchers to advocate at LCDC for improved rules;
 - Serving on relevant advisory committees;
 - Assisting with drafting proposed rules; and
 - Testifying before LCDC and meeting with commissioners.
- Respond to public requests for assistance.
- Review proposed plan amendments with the Working Lands team to determine if 1000 Friends should participate; participate in other local land use applications on farm and forest land as time permits. As part of the Working Lands team, activities could include:
 - Preparing and submitting local testimony on behalf of 1000 Friends and/or partner organizations and activists;
 - Determining if particular cases raise issues that should be cultivated for appeal; developing the record accordingly;
 - Cultivating relationships with local farmers, forest land managers, and land use advocates who seek our assistance.
- Provide technical assistance to support advocacy efforts, such as mapping, gathering, and presentation of Census, OSU extension, and other data on Oregon agriculture and timber production.



- Make presentations to state and local land use groups, partner organizations, possible future allies, farm and forest organizations, and state and local agencies and organizations.
- Collaborate with Communication Managers—using Google Drive/Docs, Asana, organizational style guide and brand standards, and comms editing workflows—to strategically amplify our messages about protecting agriculture and forest land, our successes and challenges, and how our members and the public can engage with the issues that matter to them.
- Broaden and diversify our relationships with organizations and institutions protecting agriculture and forest lands and ensuring sustainable and fair stewardship.
 - Increase Oregonians’ understanding of land use related issues around preserving agriculture and forest land and natural areas and how to get involved to make a positive difference.
 - Through collaboration and networking, increase the number and effectiveness of land use advocates who know, understand, and articulate the reasons for preventing the unnecessary conversion of natural and working lands to other uses.
- Work with other staff as appropriate and contribute to the organization’s development of programming, including community education and engagement opportunities.
- Provide educational, technical, and other support to allied organizations, local communities, and others as appropriate.



- Ensure that 1000 Friends of Oregon's Equity Policy is incorporated into the organization's rural work and are tracked and measurable throughout the year.
- Assist the Leadership Team in reporting on progress, organizing and leading site visits, and other activities identified by the primary funder for the position.
- Assist the Managing Attorney/Senior Staff Attorney in identifying which work requires legal intervention, and help ensure that the legal and policy work are coordinated. Ensure that issues that do not require legal intervention are addressed appropriately.
- Present on the specific program goals and actions to public audiences and members of the media in coordination with the Executive Director, Associate Director, and Communications Managers.

Qualifications list

- Passion and curiosity for land stewardship and supporting Oregon's farmers, farmworkers, ranchers, and forest land managers.
- Experience with policy and legislative research, analysis, and advocacy.
- Familiarity with and/or willingness to learn how to use Google Drive, Asana, and other collaborative software and processes.
- Proven track record of successful collaboration with broad and diverse constituencies and in team and coalition settings.



Desired experience

- Working knowledge of Oregon's land use planning program in general and Oregon's agriculture and forest lands and policies in particular.
- Skilled with Google Drive, Asana, and other collaborative software and processes.
- Multilingual and multicultural competency.

How to Apply:

Deadline: 11:59 PM, Sunday, June 21, 2026

Please send your resume, cover letter, and a sample/highlight of your previous work to jobs@friends.org. Applications will be reviewed on a rolling basis beginning on Monday, June 22, 2026.