



## First Fruits Community

*"Providing a safe community where all are welcomed, empowered, and connected"*

### Advertisement

First Fruits Community seeks an experienced **Executive Director** to manage our faith-based, community-building organization. Ideal candidate will have education and experience in management, team building, and working across cultures. Proficiency in English and Spanish preferred. Send cover letter, resume and references to: Roger Bairstow, 1111 Fishhook Park Rd, Prescott, WA 99348 or [rogerb@firstfruits.com](mailto:rogerb@firstfruits.com). For more info see: [www.firstfruits.com](http://www.firstfruits.com). Deadline: February 17, 2019

### Job Description - Executive Director

First Fruits Community is a faith-based, community-building organization that manages the Vista Hermosa community utilizing servant leadership, trauma-informed care and empowered-world view philosophies to guide our work. Our company is an affiliate organization of First Fruits Farms, one of the largest tree fruit companies in Washington State – growing, packing, shipping, and marketing over 6 million boxes of apples a year. First Fruits Community serves a twofold purpose: to provide safe, affordable housing for FirstFruits Farm employees near the workplace; and to nurture the development of strong, healthy families.

The Executive Director position manages the organization's overall vision and provides direct oversight of the departments serving our community, including Permanent Housing, Seasonal Housing, Building and Grounds Maintenance, Community Life Programming, New Horizons Early Childhood Education Center, and Orchard View Market. This position reports directly to the First Fruits Farms Human Resources Director and supervises program managers to achieve the following:

1. **Strategic Planning & Annual Objectives.** With the HR Director, establish strategic goals, and in partnership with program leaders, establish and implement annual performance objectives, identify opportunities to leverage cross-program strengths, and develop strong communication and collaboration.
2. **Supervision and Training.** Mentor program leaders in staff development using a collaborative approach. Develop shared accountabilities, priorities, training and retention strategies, and conduct annual performance appraisals. Coach program leaders as they implement strategic plans, adapt program operations to emerging circumstances, and strive for sustainability.
3. **Professional Development.** Hold program staff to their own professional development plans, ensuring those plans are in unison with the strategic direction of the organization.

4. **Evaluation and Reporting.** Develop and implement a system for tracking and reporting on the progress of the strategic plan implementation and its impact on participants.
5. **Budgets and Finances.** Assume fiscal responsibility for staffing, budgets, and accounts payable and receivable.
6. **Community Empowerment.** Nurture local leadership development with a goal towards self-governance, empower families as advocates, and build mutual accountability in community.
7. **Communication & Partnerships.** Ensure regular communications between FirstFruits Farms, as well as between community programs, residents, volunteers, participants and collaborating partners, while seeking new opportunities for partnerships to bring new and innovative ideas to existing programs.
8. **Facilities & Maintenance.** Support staff in managing use of all facilities for programming, ensuring proper function, maintenance, and collaboration. Lead the crews in prioritizing work, setting expectations and accountability, networking with vendors and managing budgeted funds.

#### Desired Qualifications

- Business and non-profit management experience
- Coaching and mentoring experience
- Monitoring and evaluations skills
- Strong interpersonal and communication skills
- Experience working across cultures
- Experience in managing housing/construction (preferred)
- Bilingual in English and Spanish (preferred)

Please send resumes to Roger Bairstow at [Rogerb@firstfruits.com](mailto:Rogerb@firstfruits.com).