

Job Description

Position Title:	Vice President of Sustainability	FLSA Exemption Classification:	Exempt
Reports to:	Senior Vice President of Strategic Communications	Last Updated:	December 2020

POSITION SUMMARY:

Reporting directly to the Senior Vice President of Strategic Communications, the Vice President of Sustainability serves as Dairy West's expert on matters of sustainability related to the dairy and agricultural industries as well as national and global sustainable development goals. The Vice President of Sustainability leads Dairy West's farmer relations team and is responsible for developing strategies, building relationships and implementing programs to enhance consumers' and other key stakeholders' confidence in dairy farmers' stewardship practices across the region. This position works with farmers, industry groups, government agencies, non-government organizations, scientists, academia, community leaders and other thought leaders to promote dairy farmer efforts to protect and preserve the environment and achieve the dairy industry's long-term environmental sustainability goals while fostering a positive understanding of dairy farm practices.

The Vice President of Sustainability exhibits behaviors that are expected of all Dairy West employees, including exceptional organizational skills and self-motivation, cross-team collaboration, and solution-based innovation. Additionally, this position embraces diverse responsibilities, is open to regular feedback, and adapts to change with ease and enthusiasm. The Vice President of Sustainability remains absolutely committed to Dairy West's vision and core values in addition to providing leadership and encouraging collaboration across the organization.

RESPONSIBILITIES:

- Serves as a champion for company culture and values to promote business and employee excellence
- Embraces the regional, national and global vision and partner strategy across the dairy industry and provides leadership among colleagues
- Participates in ongoing strategy development, effective management, decision-making, staff communication, and other activities to build the organizational culture and support the achievement of overall goals
- Manages strategy and integrated programming and outreach to advance regional interests while furthering confidence amongst dairy farmers
- Leads the Farmer Relations team and establishes goals and objectives that support continuous growth and development
- Engages farmer stakeholders and allied industry in the global, national and local sustainability efforts to drive trust and sales
- Directs metrics and analytics reporting
- Works with the Senior Vice President of Strategic Communications to establish an overall budget strategy and directly manages the farmer/industry relations budget
- Builds and maintains positive working relationships with national, state, and local influencers and helps further the many facets of dairy sustainability to foster industry growth, advancement, and effective use of resources

- Creates and implements collaborative initiatives with policy organizations to motivate people, groups, and organizations to work together to achieve mutually positive conditions for dairy farms, communities and environmental resources to achieve national and global climate-smart goals
- Provides coaching, mentoring, recommendations, feedback and support to team members across the organization
- Facilitates opportunities for dairy farmers to interact with key environmental stakeholders, benefit from technical and financial assistance and engage in information exchanges that benefit farmers and the dairy industry
- Collaborates with functional areas to identify innovative solutions that meet organizational needs
- Supervises partner relations and manages memorandums of understanding, letters of agreement and appropriate contracts related to environmental stewardship
- Acts as the lead sustainability spokesperson for Dairy West as appropriate
- Prepares communication related to sustainable initiatives for management, investors, and the Board of Directors
- Engages as a key member of the Strategic Leadership Team
- Serves as a leader within the industry by being well-informed on industry trends, issues and initiatives and by staying current on environmentally related topics
- Performs other duties as assigned

EXPECTATIONS:

- Works collaboratively to achieve success
- Demonstrates a mindset of service and helpfulness to others
- Shows a propensity to be action-oriented and appreciates a fast-paced, variable work environment
- Shows respect for others and has caring, direct conversations when necessary
- Builds trusting relationships both within and outside of the Dairy West organization
- Clearly communicates the value of checkoff and our programming
- Executes all job functions with a commitment to excellence
- Proactively offers solution-oriented innovation
- Prioritizes and manages workload effectively
- Keeps the farmer investment top of mind, always
- Takes risk in pursuit of excellence
- Demonstrates a high level of curiosity and willingness to pursue professional development
- Takes ownership for individual success within the organization

QUALIFICATIONS:

- Minimum of a bachelor's degree plus 10 years of experience in a field that supports the responsibilities of the position, or any equivalent combination of education and experience
- Strong understanding of topic-related scientific research and methodology, including design, analysis and application
- Master's degree preferred
- Minimum of three years management and supervisory experience required
- Production agriculture experience, preferred
- Possess a sound understanding of farm management practices as they relate to climate-smart agricultural as well as national/global goals and trends
- Exceptional verbal and written communication skills; comfortable with public speaking
- Exhibits exceptional soft skills, such as emotional intelligence, conflict resolution and stress management
- Results-driven personality with a skill for leading and motivating others
- Strong technology skills, including proficiency in Microsoft Office products and CRM management