



POSTING DATE

Monday, June 1, 2026

COMPENSATION

\$85,000-\$110,000
annual salary, exempt +
generous benefits

PROPOSED START DATE

Fall 2026

LOCATION

Remote, USA

TO APPLY

Applications reviewed
on a rolling basis.

Those submitted by July
3rd will be given priority.
Early applications are
encouraged.

VISIT

seedalliance.org

APPLY

Applicants are asked to
complete the form
application in the
link above.

Director of Research & Education

**WE PUT THE POWER OF SEED INTO THE HANDS
OF GROWERS.**

OSA's work promotes an abundant and diverse supply of organic seed, tended in perpetuity by skilled, diverse, and interconnected communities of seed stewards.

We serve growers working with seed across the U.S. through three program areas:

- 1) collaborative research on crop improvement and seed production for organic systems,
- 2) education on the agronomic, economic, and socio-political elements of seed work, and
- 3) legal and cultural advocacy toward policies that support organic agriculture and farmers' rights to save seed. We emphasize relationship building and network development across program areas.

**This is a unique opportunity to direct and lead
the Research and Education efforts of OSA.**

Position Overview

The Research & Education Director leads Organic Seed Alliance's (OSA) research and education portfolio. The Director sets strategic direction for OSA's research and education work, leads competitive grant development to sustain and grow that portfolio, supervises senior research and education staff, and represents OSA's scientific and educational programs to partners, funders, and the broader organic seed community. The Director serves on OSA's Leadership Team and reports to the Executive Director.

The role emphasizes program strategy, fund development, and team leadership. The Director serves as Principal Investigator on a small number of flagship awards, as institutional PI of record on additional projects where senior staff lead day-to-day execution, and may take on or step back from PI responsibilities on other projects based on candidate strengths and program needs.

The incoming Director will play a central role in OSA's 2027 strategic planning process, partnering with the Executive Director, Board, and staff team to shape and embed the research and education strategy that will guide the organization's next chapter.

The successful candidate embraces OSA's mission, communicates effectively with farmer and scientific audiences, and is committed to fostering a workplace conducive to teamwork, learning, and the delivery of high-quality programs.

Direct Reports: Assistant Director of Research; Assistant Director of Programs; Washington Farm Manager. (OSA anticipates adding an Assistant Director or Director of Education to the reporting structure as that role is developed.)

Core Values

Equity

OSA values fair treatment of all individuals and equal rights for all. OSA values the fair exchange of seed with appropriate acknowledgement and compensation.

Collaboration

OSA values public participation in decision-making – in the field and in policy and advocacy efforts – beginning with the grassroots, resulting in the co-creation of knowledge and shared solutions.

Diversity

OSA values genetic, biological, cultural, and social diversity in our seed and agroecosystems.

Primary Responsibilities

Program and Portfolio Leadership

- Provide strategic direction and portfolio oversight for OSA's research and education programs, ensuring alignment with the organizational strategic plan, scope, timelines, and budgets.
- Translate strategic priorities into annual and multi-year program workplans, in collaboration with senior research and education staff.
- Lead planning and development of new program areas in alignment with the strategic plan, including regional seed systems, educational programs, and variety release work.
- Ensure program roles, decision rights, and coordination structures are clear for assigned projects and teams.

Fund Development and Grants Leadership

- Lead OSA's competitive grants strategy for research and education, with emphasis on federal awards (USDA NIFA OREI, SARE, BFRDP) and aligned private funders.
- Lead or co-lead development of major proposals – including renewals, expansions, and strategically aligned new awards – in coordination with the Executive Director and Finance Director.
- Cultivate and steward relationships with program officers, partners, and funders to advance OSA's research and education work.
- Mentor senior research and education staff in proposal development and grant management; support grants compliance and reporting.

Research Leadership and Principal Investigator Responsibilities

- Serve as Principal Investigator on select flagship research awards and as institutional PI of record on additional awards where senior staff lead day-to-day project execution.
- Provide scientific leadership across OSA's research portfolio in organic plant breeding, seed production, and variety trials.
- Mentor research and education staff serving as PI or Project Director on funded projects.
- Author and contribute to technical, educational, and research publications.

Primary Responsibilities, cont.

Research & Education Team Leadership and Supervision

- Supervise and mentor senior research and education staff, supporting professional development, performance management, conflict resolution, and annual reviews.
- Lead recruitment and hiring of research and education team members, in coordination with the Executive Director.
- Support healthy team dynamics and cross-program coordination with our Outreach and Policy & Advocacy programs.

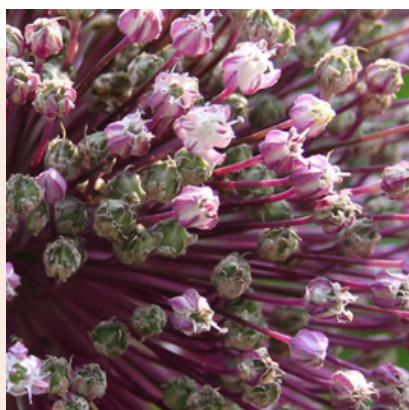
Partnerships and External Representation

- Cultivate and steward partnerships with farmers, seed companies, researchers, universities, NGOs, and agencies that advance OSA's research and education mission.
- Represent OSA at workshops, conferences, and other public venues.

Leadership Team Responsibilities

- Serve as a member of OSA's Leadership Team and contribute to organizational planning, risk management, and Board reporting as assigned by the Executive Director.
- Partner with the Executive Director, Board, and staff on OSA's 2027 strategic planning process, contributing research and education vision and translating organizational strategy into program priorities.
- Work with the Executive Director and Finance Director on annual operating budget development for research and education programs.

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.



Skills and Experience

OSA values diverse pathways to expertise. We encourage applications from candidates whose qualifications have been built through a combination of formal education, professional experience, applied research, and community-based knowledge.

Desired Qualifications

- A PhD in Agricultural Sciences, Plant Breeding, Plant Sciences, or a related field. Candidates without a graduate degree are encouraged to apply where they can demonstrate equivalent expertise through a sustained track record of competitive grant leadership, research contributions to organic seed systems or a closely related field, and recognized professional standing among peers.
- Strong working knowledge of organic seed systems, including seed production, variety trials, and/or plant breeding.
- A minimum of 5 years of relevant experience leading research and/or education programs and teams, including supervision and mentoring.
- Demonstrated success in competitive grant writing and fund development, including federal grants (USDA OREI or comparable). Experience as PI or co-PI strongly preferred.
- Strong written and oral communication skills, including the ability to communicate effectively with agricultural and scientific audiences.
- Demonstrated ability to build and maintain partnerships with a wide range of individuals and organizations (farmers, researchers, seed companies, NGOs, agencies).
- A minimum of 5 years of strong project management and organizational skills; comfort working with role clarification and distributed remote teams.
- Strong computer and online technology skills, including experience in Microsoft Office and common collaboration platforms.

OSA's Commitment to Diversity in Hiring

Our organization is anchored by values that guide our efforts to enhance the diversity, equity and inclusivity of our programs and organization. As we work toward our vision of ethical seed systems, we renew our commitment to grow a diverse and inclusive team of staff, board, contractors, and partners. As we celebrate the life-sustaining diversity of seed crops in our research fields, we also honor the many individual and intersectional differences that enrich our myriad seed community.

Specifically, we are committed to:

- *Recruiting and retention practices that add to the diversity and culture of our team.*
- *Maintaining an equitable pay structure and cultivating a workplace that encourages shared decision-making and a healthy work/life balance.*
- *Taking intentional actions to dismantle racism perpetuated in policies, institutions, cultural norms, and personal behaviors, to create space for justice, reconciliation, and visionary leadership.*

Organic Seed Alliance Equal Opportunity Statement

OSA is an equal opportunity employer. We do not tolerate discrimination or harassment of any kind based on an individual's sex, race, color, sexual orientation, gender identity, hair texture and hair style, national origin, religion, age, marital status, veteran's status, disability, genetic information, or any other characteristic or status protected by state, federal or local law. Pursuant to the Americans with Disabilities Act, OSA will make reasonable accommodations of working conditions or methods to perform the duties of the position.

Benefits & Work Environment

Organic Seed Alliance is a remote-first organization with a values-based work culture, dedicated to diversity, equity, and inclusion.

Status: 1.0 FTE, salary, exempt; reports to Executive Director

Compensation Range: \$85,000-\$110,000/yr

Benefits:

- Paid time off
- Paid sick leave
- 12 paid holidays per year
- Health insurance stipend (\$8,250 annually, prorated to FTE)
- Employer contribution to retirement savings or student loans
- Monthly communication reimbursement (phone/internet)

How to Apply

Applicants are asked to submit a complete application via Google Forms (linked below). You will be asked to provide a resume, cover letter, and respond to questions regarding employment eligibility. Please, no in-person, email, or paper submissions.

Applications received by July 3, 2026 will be given full consideration; early applications are encouraged. All applications will be acknowledged via email receipt and reviewed on a rolling basis.

Questions regarding this opportunity are welcomed and can be directed to the Search Coordinator: KC Upshaw, Kinship HR | KC@KinshipHR.com.

We are committed to providing reasonable accommodations for applicants as requested. If you require an accommodation during the application or interview process, please contact us.

[**APPLY**](#)



Kinship HR is a human resources and leadership development consulting firm based in Jefferson County, WA. We amplify community success through small business support and solutions. Kinship HR is honored to partner with Organic Seed Alliance.