



A GROWING CULTURE POSITION OPENING MANAGING DIRECTOR

Job Title: Managing Director

Commitment: Full-Time (35-40 hrs a week)

Application Deadline: October 12, 2026

A Growing Culture (AGC) is a global creative and strategic organization working alongside the food sovereignty movement.

We build campaigns, stories, tools, alliances, and cultural interventions that help movements challenge corporate consolidation, shift public narratives, and build collective power. Our work sits at the intersection of politics, culture, communications, and movement infrastructure — translating complex struggles into ideas and actions that can move people and power.

We collaborate with peasant movements, Indigenous communities, grassroots organizations, researchers, artists, advocacy groups, and allies across the world, helping connect struggles, amplify frontline leadership, and create the conditions for deeper collective action.

AGC is seeking a Managing Director to lead the organization's day-to-day management and build the systems, culture, and infrastructure that allow this work to thrive.

This is a senior leadership role for someone excited by the challenge of building a strong organization behind bold, political, and deeply collaborative work.

Learn more at www.agrowingculture.org.

RESPONSIBILITIES

The Managing Director will:

- **Lead the day-to-day management of AGC**, ensuring strong planning, coordination, accountability, and delivery across the organisation.
- **Build and maintain AGC's internal infrastructure**, including the systems, processes, policies, and workflows, and remote working practices.

- **Lead financial management and organisational planning**, including budgeting, forecasting, financial reporting, cash flow, compliance, and coordination with accountants, auditors, banks, funders, and the Board Treasurer.
 - **Lead governance, risk, and compliance**, ensuring legal, regulatory, contractual, and funder obligations are met. Serve as Secretary to the Board, supporting Board reporting, minutes, decision tracking, and risk management.
 - **Lead people management and organizational culture**, including recruitment, performance management, professional development, staff wellbeing, and the development of an AGC Culture Guide with the Board, Strategy Director, and staff.
 - **Work closely with the Project Manager(s) to coordinate the team and ensure effective project delivery**, translating organizational priorities into clear work plans, responsibilities, timelines, and accountability systems while identifying capacity constraints and operational risks.
 - **Serve as the Strategy Director's primary operational counterpart**, advising on finance, staffing, governance, capacity, and implementation and ensuring AGC's strategy is supported by the systems and resources needed to deliver it.
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PERSON SPECIFICATION

We are looking for someone with:

- Significant senior leadership or management experience in the nonprofit, public, social enterprise, philanthropic, or mission-driven sector.
 - Strong experience across operations, finance, human resources, governance, and compliance.
 - Experience managing organizational budgets, financial systems, and operational planning.
 - Demonstrated experience supporting Boards and organizational governance.
 - Excellent leadership, management, organizational, and problem-solving skills.
 - A track record of building effective internal systems and healthy organizational culture.
 - Strong judgment, discretion, and the ability to manage complexity and competing priorities.
 - Excellent written and verbal communication skills.
 - A practical, solutions-oriented approach and ability to identify and implement solutions independently.
 - A genuine commitment to AGC's mission and values.
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LOCATION

Worldwide with a preference for US-based candidates.

AGC is fully remote. Candidates must have reliable internet access and be comfortable working across an international team and multiple time zones.

CONDITIONS

This is a full-time position beginning hopefully before the end of the year.

The initial contract will be for one year, including a six-month probationary period, with the intention of building a longer-term relationship.

For a candidate based in New York, the anticipated salary is **USD \$80,000–\$85,000 per year**, plus benefits. Compensation for candidates based elsewhere will be adjusted according to cost of living relative to New York.

AGC is deeply committed to diversity and to creating a supportive, equitable, and values-driven working environment.

HOW TO APPLY

Please send a CV and letter of interest to hiring@agrowingculture.org by October 12th 2026.

Interviews will take place in mid to late October 2026. Only shortlisted candidates will be contacted.

We recognise the time and care that goes into an application and sincerely appreciate your interest in joining AGC.