



**NATIONAL ASSOCIATION
OF WHEAT GROWERS**

**CHIEF EXECUTIVE OFFICER
WASHINGTON D.C.**



ABOUT NAWG

Founded in 1950 by a coalition of visionary wheat farmers, the National Association of Wheat Growers (NAWG) is a unifying voice in Washington, D.C., committed to fostering collaboration and protecting the shared interests of America's wheat producers. NAWG is grower-governed and grower-funded, ensuring that the organization's priorities reflect the real-world needs and perspectives of wheat farmers.

NAWG's mission is to *unite wheat farmers to promote policy efforts that create an environment conducive to the success of wheat farming in the United States*. Its vision is to *advance wheat through advocacy, alliances, and innovation*.

As a federation of 20 state wheat grower associations, NAWG operates from its strategic Capitol Hill office to shape national policy, influence regulatory frameworks, and align research priorities. The organization leads on issues critical to the future of wheat farming and works to strengthen industry partnerships, support grassroots engagement, and promote innovation and demand across the wheat value chain.

With over seven decades of advocacy experience, NAWG remains committed to helping wheat producers thrive.

THE OPPORTUNITY

The National Association of Wheat Growers (NAWG) seeks a dynamic, strategic, and relationship-driven CEO to serve as the national voice for America's wheat farmers.

This leader will advance NAWG's mission through bold advocacy, visionary strategy, and collaborative execution. As the chief spokesperson and executive, the CEO will represent growers in Washington, D.C., shape national policy, strengthen industry alliances, and activate a high-performing staff team.

The ideal candidate brings deep experience in agriculture and policy, a passion for farmer-led leadership, and the ability to turn board priorities into meaningful progress. This is a unique opportunity to guide an established organization into its next era.

KEY RESPONSIBILITIES

STRATEGIC DIRECTION

- Develop and implement a forward-thinking strategic plan in partnership with the Board of Directors that reflects NAWG's mission, vision, and grower priorities.
- Align strategic initiatives with the evolving needs of wheat producers, state associations, and industry partners, remaining agile in the face of shifting economic, political, and regulatory landscapes.
- Identify new opportunities that strengthen NAWG's leadership in identifying and advancing innovation and emerging technologies.
- Establish a compelling agenda that drives ongoing engagement and investment by state leaders, policymakers, and value chain partners.

ADVOCACY AND PUBLIC POLICY

- Lead NAWG's federal policy agenda, serving as a visible, respected, and bipartisan voice for wheat growers in legislative and regulatory arenas.
- Collaborate with state wheat organizations and grower leaders to advance strategic priorities.
- Maintain strong working relationships with regulatory agencies, congressional offices, coalition partners, and allied organizations to shape policies.
- Oversee compliance for WheatPAC, ensuring ethical and effective engagement in the political process.

BOARD RELATIONS AND GOVERNANCE

- Foster a trusting, collaborative, and transparent relationship with the Board of Directors and Executive Committee.
- Regularly brief the Board on progress toward strategic goals and advise on emerging opportunities and challenges.
- Collaborate with the Board president and executive team to support effective meetings that surface grassroots insights and inform strategic action.
- Support effective Board leadership through intentional onboarding and ongoing development.
- Ensure that Board directives are translated into action through effective planning, communication, and staff execution.

ORGANIZATIONAL LEADERSHIP AND CULTURE

- Lead a high-performing, mission-driven staff team that delivers results across policy, research, member services, communications, and administration.
- Cultivate a professional culture that values collaboration, innovation, and accountability and honors the diverse regions, classes of wheat, and state associations that make up the NAWG membership.

ORGANIZATIONAL LEADERSHIP AND CULTURE CONT.

- Ensure that NAWG operates with integrity and excellence, meeting legal, financial, and organizational standards.
- Serve as a visible and supportive leader who values NAWG's grassroots, farmer-led mission.

EXTERNAL AFFAIRS AND COMMUNICATIONS

- Serve as the chief spokesperson and ambassador for NAWG and wheat growers, advancing the industry's reputation and visibility.
- Promote proactive and transparent communications with members, media, and external stakeholders through traditional and digital channels.
- Represent NAWG at key meetings, conferences, and media opportunities.

STAKEHOLDER ENGAGEMENT AND INDUSTRY COLLABORATION

- Build strong relationships with state wheat grower associations and support their work in grassroots mobilization, leadership development, and regional priorities.
- Facilitate alignment and shared action among U.S. wheat organizations to increase industry impact and cohesion.
- Collaborate across the supply chain and with allied partners to promote shared priorities.
- Plan purposeful in-person meetings shaped with stakeholder input and focused on engaging, grower-relevant content.

FINANCIAL AND OPERATIONAL OVERSIGHT

- Build the annual budget based on strategic priorities and manage it to ensure the organization remains fiscally sound and operates with transparency and integrity.
- Oversee NAWG's administrative and operational functions, including staffing, facilities, technology, contracts, and compliance.
- Identify opportunities to diversify revenue, enhance member value, and expand non-dues income streams through sponsorships, programs, or events.

IDEAL CANDIDATE PROFILE

REQUIRED QUALIFICATIONS:

- A bachelor's degree in a relevant field.
- Proven executive leadership experience, preferably within agriculture, policy, or association management.
- Demonstrated skill in all aspects of organizational management, including oversight of operational planning, staffing, budgeting and revenue supervision, event planning and administration, and internal and external communications.
- Proven experience navigating federal political and regulatory systems with a record of shaping policy or leading successful advocacy efforts.
- Understanding of commodity agriculture.
- Skilled at staff leadership, team development, and organizational performance.
- High integrity, sound judgment, and commitment to serving the agricultural industry.

PREFERRED QUALIFICATIONS:

- Experience with a grower-led membership organization.
- Understanding of the wheat industry.
- Track record of working effectively with a board of directors, translating vision into implementation.
- Fundraising and external relations experience.
- Ability to build consensus among diverse stakeholders.
- Strategic planning and business development expertise.

COMPENSATION

A competitive compensation package will be provided for outstanding candidates. The salary range for this position is \$210,000 - \$270,000. Salary is dependent on several factors, including previous work experience, specific industry experience, qualifications, and skill set.

PROCEDURE FOR CANDIDACY

NAWG has retained Roots & Legacies Consulting, Inc. to assist the Board in this search. Screening will begin in August 2025 and continue until an appointment is made. Applications including resume or CV and a cover letter addressing interest should be submitted to emily@rootsandlegacies.com. Nominations and inquiries should be directed to emily@rootsandlegacies.com.

NAWG is an Equal Opportunity Employer. We welcome diversity in our workforce and encourage all qualified applicants to apply.

NAWNG



www.wheatworld.org