

## **Job Ad**

### **Director, Biodynamic Farming Education Program**

#### **Overview of the Position**

Category: Permanent, Part-Time  
Location: Remote  
Hours: 1.5 days per week  
Salary Range: \$20,000 to \$25,000

#### **Description**

The **Director, Biodynamic Farming Education Program** is the academic and administrative leader of the Rudolf Steiner College Canada's (RSCC's) Biodynamic Farming Education Program and associated activities. The position reports to the Executive Director and works closely with other program directors, the Student Outreach and Support Manager, external stakeholders (e.g., representatives of Demeter Canada), RSCC volunteers, and RSS contractors.

The role has four main functions:

#### **1) Program Design and Optimization**

- The director leverages expertise in biodynamic farming to complete the current program design and perpetually optimize this design overtime. This includes:
  - Continually improving the program curriculum for all required and optional courses and associated practicum elements
  - Continually improving the clarity of the academic and practical learning objectives for each program element
  - Sourcing and approving all course resources, tools, and approaches for both academic and practicum elements
  - Setting standards required to hire faculty and setting admission standards for students
  - Establishing student performance evaluation and feedback mechanisms, and graduation requirements
- Ensures the program is approved by the Private Career College division of the Ontario Ministry of Colleges and Universities and continues to meet ministry standards as required overtime
- Ensures course alignment with opinion leaders and guiding documents of Demeter Canada and the Biodynamic Farming Section of the School for Spiritual Science in Dornach.

## **2) Oversees Program Operations**

- With the support of the Executive Director, hires program faculty and oversees regular faculty performance reviews
- Supporting the faculty, especially new hires with on-boarding, mentoring, and support.
- Develops and sustains good working relationships with the faculty members both individually and as a team, holding quarterly team meetings to engage faculty in perpetual program design improvement discussions
- With the support of the Executive Director, establishes and monitors all contracts with practicum sites across Canada
- With the support of the Student Outreach and Support Manager, interviews prospective students and reviews/decides on all student admissions
- With the support of the Student Outreach and Support Manager, working to ensure student safety and wellbeing, including addressing any complaints or issues arising
- Working with the Student Outreach and Support Manager to ensure all student records are appropriately maintained
- Supports the Student Outreach and Support Manager is promoting the programs, including providing content for marketing materials and participating in media outreach (e.g., radio interview)
- Working with the Executive Director to oversee the financial management of the program, including the annual program budget with a view to ensure the program profitability
- Supporting the Executive Director with any policies and procedures related to the biodynamic program that require approval by the board of directors

## **3) Develop and Support Related Activities**

- Supporting the development and implementation of biodynamic gardening adult education courses with the support of the Executive Director and other volunteers
- Providing occasional Zoom lectures on biodynamic farming and gardening as part of RSCC adult education and cultural outreach initiatives

## **4) Act as an ambassador of Biodynamic Farming in Canada**

- As time permits, contributing to the understanding and appreciation of biodynamic farming through writing, interviews, earned media, and speaking events.
- Contributing to longer-term strategies for supporting biodynamic farming in Canada such as advising RSCC on developing a land trust and supporting commercial biodynamic farms through loan vehicles

## **Qualifications**

- Ideally this position will be filled by a practicing or retired biodynamic farmer with previous teaching and program leadership experience

- An expert level knowledge of and commitment to the principles of biodynamic farming as set out in Rudolf Steiner’s Agricultural Course and related source materials is required
- Excellent knowledge of organic, biodynamic and regenerative agriculture perspectives, and with food systems development and certification schemes
- Commitment to continuous learning and self-reflection as required for a program leader

#### **Additional Notes**

- This is a remote job position. Travel to RSCC’s Toronto location may be required on an infrequent basis (e.g., twice per year) with all expenses paid by RSCC.
- The successful applicant will be provided with a computer and internet access
- The director will have the opportunity to participate in conferences, training courses and purchase reading materials as part of an organized annual learning plan

#### **Application Process**

To apply please send a cover letter and resume to James Brian, Executive Director, RSCC to [mbak@rsc.ca](mailto:mbak@rsc.ca) by October 14, 2022. Interviews will be held in October by Zoom. For more information on RSCC please see [www.rsc.ca](http://www.rsc.ca).