

## **Tree-Range® Farms CEO Job Description**

We seek a CEO to lead Tree-Range® Farms, a Minnesota-based regenerative poultry-centered food company. The CEO must be collaborative in leadership, ethically centered, and growth focused. To be competitive, a candidate will have the right mix of relevant education, skills and experience in the food and farm sector. CEO duties include forming and leading a management team, working with founders and partners to secure needed investments, overseeing company finances and relationships, and providing the leadership needed to build a scalable and profitable company that embeds and carries forward Tree-Range® Farms' core values.

### **CEO Responsibilities:**

- Direct the company in keeping with the vision outlined by the Board of Directors.
- Develop and model a company culture in line with Tree-Range® values and mission.
- Recruit, hire and lead company management team.
- Work closely with Human Resources (HR) on hiring practices, payroll and benefit disbursement.
- Lead investment, capital raises and financing efforts for the company.
- Develop and implement operational policies and a strategic plan that addresses short and long-term goals on profitability, farmer and worker benefit, and impact.
- Assure all company legal and regulatory requirements are fulfilled.
- Work with the Chief Financial Officer to prepare annual budgets and advise the Board of Directors regarding business risks and returns.
- Build alliances and partnerships with other organizations, especially within ecosystem.
- Provide inspired leadership externally and internally for farmers, employees and all stakeholders.

### **CEO Requirements:**

- Understanding of and support for regenerative agriculture systems, values and outcomes.
- Proven leadership, interpersonal skills, team building, and creative problem-solving skills, including time management and the ability to handle internal and external conflicts.
- Degree/significant background in a relevant discipline.
- Minimum 6 years senior business management experience, especially in values-based agriculture food companies, including start-up and brand development.
- Proven ability to oversee financial and accounting systems, budgets, human resources/hiring and operations.
- Experience and history raising capital and securing financing from a variety of investor types - institutional, philanthropic, venture, etc.
- Skilled in word processing, financial software and current communication technologies.

### **Compensation and Location:**

- CEO compensation package will be competitive and includes salary, benefits and ownership/equity options.
- Tree-Range® Farms is based in Northfield, Minnesota. The CEO will need to be within the region, with relocation expenses included as part of the compensation package if necessary.

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