



JOURNAL EDITOR

Employment Type/House: Contract

Location: Remote, within the US

Reports to: Executive Director

Compensation: \$35/hour or project flat rate, to be determined

Background:

The Biodynamic Demeter Alliance's mission is to heal people and the planet through agriculture (biodynamicdemeteralliance.org). We advance the adoption of Biodynamic practices among growers, and work to bring together producers, consumers, advocates, and policymakers to create a thriving, equitable agricultural system that nurtures and supports the wellbeing of communities economically, environmentally, and spiritually.

Position:

We are seeking an experienced, creative, and collaborative editor to manage the editorial and publication process for the Alliance's biannual *Biodynamics* membership journal. The journal, which generally ranges between 56 and 68 pages, has been in publication since 1941, serving for decades as an important avenue for education, building community, showcasing research, and sharing stories, perspectives, and practical information within and beyond the biodynamic community. This position offers a unique opportunity to shape and guide a publication with a rich and meaningful history into an exciting future. (A sample issue will be provided to candidates selected for interviews.)

Responsibilities:

- Overseeing the timely production and publication of a biannual journal with diverse, inclusive, educational, practical, and inspiring articles and updates that reflect the principles of biodynamics, the vitality of the biodynamic community, and the mission and work of the Alliance
- Developing issue theme, seeking editorial input, and integrating feedback from Alliance staff and contractors, board members, advisors, and community members
- Integrating diversity, equity, and inclusion principles into all aspects of the editorial process and regularly evaluating progress and addressing gaps
- Creating and maintaining an editorial schedule and assigning, updating, and communicating about editorial tasks with other staff and contractors
- Identifying, developing, and maintaining author relationships

- Identifying and shepherding the creation of inspiring stories about Alliance programs and projects
- Maintaining editorial style guide
- Managing and tracking advertising inquiries, specs, and deadlines
- Coordinating and communicating with outside contractors or vendors such as the graphic designer, printer, proofreaders, or editorial consultants
- Overseeing print and electronic production, including printing and mailing to members and sharing online
- Maintaining electronic archive of published journals
- Serving as point of contact for translation and reprint requests
- Developing and tracking project budget

Preferred Qualifications and Knowledge:

- 5+ years of experience in editorial, journalism, communications, or outreach roles
- Excellent writing and editing skills
- Awareness of and interest in biodynamics, sustainable and regenerative agriculture, and environmental issues
- Excitement about discovering and sharing the experiences, challenges, and wisdom of farmers, gardeners, businesses, and others who are working to heal people and the planet through biodynamics
- Understanding of social justice issues and a commitment to continued questioning and learning
- Experience collaborating with partners, advisors, staff, or other stakeholders to create a cohesive publication or project
- Curious, creative, and collaborative approach to content curation and story development
- Strong organizational and project management skills, including experience managing an editorial calendar and working with staff and external authors to develop content or publications
- Experience using and ensuring consistency with editorial style guides (e.g., Chicago Manual, internal style guide)
- Knowledge of InDesign (in collaboration with a designer) and Google Suite, and comfort with Asana (or other project management software) and CiviCRM (or other customer relations management/database tool)
- Experience with budgeting and tracking expenses

Commitment to Equity, Anti-Racism, and a Culture of Care:

The Biodynamic Demeter Alliance is committed to engaging in an ongoing learning process around privilege, power, inequality and systems of oppression, and to using our organizational power to be an agent of positive change. The Alliance works to lift up the voices and knowledge of Black, Indigenous, and People of Color in order to become a more equitable, diverse and anti-racist organization, and to transform the field of agriculture.

Our organizational culture is highly collaborative, and the contributions and perspectives of all staff members are valued and appreciated. The Biodynamic Demeter Alliance staff and

board have a high degree of alignment in our work to center equity in agriculture, and we are constantly striving to learn, grow, and evolve as people and as an organization. We practice a culture of care and honor each other as whole people. Because everyone at the Alliance works remotely, our work environment also requires a high level of independence, communication, and personal and professional accountability.

The Biodynamic Demeter Alliance values a diverse workplace and strongly encourages women, people of color, LGBTQ+ individuals, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans to apply. The Alliance is an equal opportunity employer. Applicants will not be discriminated against because of race, color, creed, sex, sexual orientation, gender identity or expression, age, religion, national origin, citizenship status, disability, ancestry, marital status, veteran status, medical condition or any protected category prohibited by local, state or federal laws.

To apply: Please provide the following information in this [Google form](#):

- cover letter
- resume
- writing and/or editing sample(s) (3 pages max)

If you have any questions about the form, please email journal@biodynamics.com.

Initial review of applications will begin by **September 15**. Position is open until filled.