



*Public Call for Nominations*

## **Join the ROA External Review Subcommittee**

Help shape the future of regenerative organic agriculture.

### **About the Regenerative Organic Alliance**

The ROA is a mission-driven nonprofit dedicated to setting the highest standards for regenerative organic agriculture. Our Regenerative Organic Certified® Framework, based on the three pillars of Soil Health, Animal Welfare, and Social Fairness, provides a path to heal our food systems, farming communities, and the planet.

Since launching the ROC™ program in 2020, more than 67,000 farms in 46 countries have joined the movement, and more than 2,600 products are carrying ROC ingredients.

### **About the ROA External Review Subcommittees**

The Regenerative Organic Alliance (ROA) is calling for nominations from passionate individuals to join one of three External Review Subcommittees (ERS) that are vital in overseeing and upholding the integrity of the Regenerative Organic Certified® (ROC™) Framework. Each ERS focuses on one of our core pillars, and we invite qualified individuals from the regenerative and organic sectors to step forward and contribute their expertise. Specifically, we seek those with knowledge in the three essential areas of the ROC™ Framework:

*(1) Soil Health and Land Management,*

*(2) Animal Welfare, and*

*(3) Farmer & Worker Fairness.*

Together, a diverse and inclusive array of perspectives will empower us to elevate our mission to new heights.

## Who We're Looking For

We are especially encouraging nominations from individuals representing farmworker and smallholder sectors, whose voices are often underrepresented in decision-making spaces. We welcome applications from individuals with backgrounds in:

- **Operators** - Farmers and ranchers actively implementing soil health practices, animal welfare standards, and social fairness principles.
- **Conformity Assessment** - Professionals working with certification bodies, accreditation agencies, or as independent auditors for sustainability standards.
- **Legal Experts** - Individuals with expertise in standards development, agricultural labor law, human rights, or social justice frameworks.
- **Farmworkers** - People who have direct, lived experience working in the fields, particularly from the Global South and historically underrepresented communities.
- **Smallholder Farmers** - Producers who operate on a small scale in the US, and who are actively practicing or transitioning to regenerative organic methods.
- **Regulatory or Policy Experts** - Individuals with knowledge of agricultural regulations, organic policy, trade, or sustainability governance.
- **Brands and Retailers** - Representatives of companies committed to regenerative and organic sourcing and product integrity, particularly with experience in sustainability, certifications, or ethical supply chains.

## Expertise by Regenerative Organic Certified® Framework Pillar

To support balanced and informed review, we are looking for candidates with high-level, hands-on, or policy experience in one or more of the following areas:

### Soil Health & Land Management

We seek experts experienced in regenerative soil health and land stewardship. Ideal candidates see healthy soils as vital for climate resilience, biodiversity, and sustainable

agriculture. We value both science and practice, especially those who can align standards with global equity, ecological integrity, and practicality.

### **We welcome applications from:**

- **Soil scientists, agronomists, ecologists, and technical experts** with 5+ years of experience in areas such as:
  - a. Soil biology and biogeochemistry
  - b. Soil testing, diagnostics, and data interpretation
  - c. Cover cropping, reduced tillage, composting, and green manures
  - d. Holistic grazing, pasture management, or agroecological land restoration
- **Farmers and land stewards** who actively implement regenerative organic practices at small, medium, or large scales, including:
  - a. Mixed-crop systems, perennial systems, and integrated crop-livestock operations
  - b. Context-specific innovations adapted to climate, topography, and cultural practices
- **Technical advisors or consultants** working directly with farmers, cooperatives, or landowners to implement organic, regenerative, or climate-smart farming practices
- **Individuals with regional expertise**, especially those familiar with:
  - a. Traditional or Indigenous land management knowledge
  - b. Soil and land-use challenges across both the Global North and South (e.g., drought resilience in Sub-Saharan Africa, soil carbon sequestration in North America, erosion control in Southeast Asia, or saline soil management in the Mediterranean)

## **Animal Welfare**

We value voices balancing scientific understanding, practical experience, and cultural and economic sensitivity. Continuous improvement, transparency, and ethical animal stewardship are essential.

### **We welcome applications from:**

- **Veterinarians, animal scientists, or livestock specialists** with demonstrated expertise in:
  - a. Pasture-based, free-range, or low-input systems

- b. Welfare-centric practices that prioritize behavioral health, species-specific needs, and ethical treatment
- **Animal welfare certification professionals or auditors** with 5+ years of experience in programs such as:
  - a. Certified Humane, Animal Welfare Approved (AWA), Global Animal Partnership (GAP), Soil Association (UK), or EU organic animal welfare standards
- **Farmers or ranchers** who:
  - a. Integrate livestock into diversified regenerative systems (e.g., rotational grazing, silvopasture, mixed-species systems)
  - b. Prioritize animal health and environmental outcomes through holistic management approaches
- **Individuals with regional or international insight** into animal welfare challenges and best practices, especially across:
  - a. Low-income or smallholder farming systems in the Global South
  - b. Larger-scale systems in high-income regions such as North America and Europe

## **Farmer & Worker Fairness**

We seek individuals with expertise, advocacy, or lived experience in labor rights and social justice within agricultural systems, including fairness and ethical treatment of farm workers and smallholders globally. We encourage applications from migrant, Indigenous, and racialized communities and those typically excluded from agricultural policy and certification decisions.

### **Ideal candidates may include:**

- Labor rights experts with a minimum of 5 years' experience in:
  - a. Agricultural labor policy
  - b. Social certification and auditing
  - c. Legal advocacy or enforcement of farmworker protections
- Professionals with direct experience in labor compliance systems, including:
  - a. Guestworker programs such as H-2A (U.S.), SAWP (Canada), and similar seasonal labor schemes across the EU and UK
  - b. Labor contracting systems or worker recruitment oversight in Latin America, the US, Africa, and Asia
- Individuals with lived experience as agricultural workers or smallholder farmers, especially from:

- a. The Global South, migrant worker communities, or historically underrepresented populations in North America and Europe
- NGO leaders, legal advocates, or grassroots organizers working on:
  - a. Farmworker rights
  - b. Living wages, workplace safety, and housing
  - c. Anti-discrimination and equity in agricultural labor systems

## General Requirements

We are seeking individuals who not only bring relevant expertise but who can actively contribute to a high-performing, mission-driven advisory body. Applicants should demonstrate:

- **Recognized standing and experience** in their field or sector
- **Fluency in spoken and written English**, with the ability to effectively engage in technical discussions and collaborative decision-making
- **Alignment with Regenerative Organic Alliance mission and values**, including a commitment to environmental stewardship, social fairness, and ethical integrity
- **High personal and professional integrity**, including:
  - A demonstrated respect for confidentiality
  - Transparency regarding any real or perceived conflicts of interest
- **Ability to commit time and attention** to the role, including:
  - Regular participation in virtual meetings (typically three times a year or as needed)
  - Preparation and follow-up as part of active engagement
- **Willingness to sign a Confidentiality and Conflict of Interest Agreement**
- **Collaborative and respectful communication style**, with openness to diverse viewpoints and constructive dialogue

### Additional Strategic Criteria (Preferred):

- Cross-sector or interdisciplinary experience
- Lived experience in underrepresented or marginalized communities
- Familiarity with regenerative organic standards, certification systems, or sustainability frameworks
- Experience advising or working with boards, technical committees, or multi-stakeholder initiatives

- Cultural competency and ability to work across geographies, particularly in the Global South

Appointees will serve **2-year terms**, with the possibility of reappointment based on performance and organizational needs.

### **Compensation:**

To support equitable participation, individuals who are not salaried for their involvement, such as contract auditors or farm workers, may be eligible for **a \$100 stipend per meeting**.

## **How to Apply**

Applications must be submitted via email to: **[standards@regenorganic.org](mailto:standards@regenorganic.org)**

Please include:

1. A nomination letter from an organization or individual
2. Your curriculum vitae (CV/resumé)
3. A brief statement describing your experience, motivation to serve, and the ERS you wish to join.

Applications will be reviewed on a rolling basis until all seats are filled.

## **Our Commitment**

The ROA is committed to transparency, diversity, and equity throughout this process. We strive to build External Review Subcommittees that reflect the broad range of voices and lived experiences essential to the regenerative organic movement.

Join us in shaping a more just, ethical, and regenerative agricultural system.

### **Contact:**

[standards@regenorganic.org](mailto:standards@regenorganic.org)

[www.regenorganic.org](http://www.regenorganic.org)