



**FEDERATION OF  
SOUTHERN COOPERATIVES**  
LAND ASSISTANCE FUND

# Land Retention Specialist or Land Retention Attorney

Federation of Southern Cooperatives/Land Assistance Fund

## Job details

Job type: Full-Time, Exempt

Work setting: In-person

## Full job description

### Overview:

The Federation of Southern Cooperatives/Land Assistance Fund (FSC/LAF) is a Non-Profit 501(c)(3) cooperative association and rural development organization serving a membership of primarily Black farmers, landowners, cooperatives, and other low-income rural people in the Southeast. We are seeking a full-time Land Retention Specialist to support our outreach efforts for limited resources farmers and landowners, as well as supporting the strategic goals of the Federation of Southern Cooperatives/Land Assistance Fund's Regional Heirs Property and Mediation Center. This position will report to the State Coordinator.

### Position Summary

The Land Retention Specialist will work directly with landowners, farmers, ranchers, families, and communities to develop and deliver services to prevent involuntary land loss and support landownership, sustainability, and wealth building. The position provides high-quality outreach, education, and individualized technical assistance in areas such as heirs' property resolution, estate planning, succession planning, financial literacy and management, sustainable land use, and access to federal and state landowner programs. The role is also responsible for assisting landowners with

developing alternative ownership models to ensure land retention and facilitate wealth creation.

The ideal candidate should have a demonstrated commitment to social justice and community organizing, in addition to a passion for building relationships and confidence with members of FSC/LAF. This role will also partner with community leaders to advance the Federation's overall mission of being a catalyst for the development of self-supporting communities through cooperative development, land retention, and other initiatives that increase income and build wealth.

## **Essential Job Functions**

### **Outreach and Education**

- Develop and facilitate educational workshops, trainings, and community outreach sessions on heirs' property, estate planning, USDA programs, and land retention strategies.
- Assist in developing culturally relevant educational materials for landowners and community stakeholders.
- Serve as a community liaison, building trust and strong relationships with landowners, families, and organizations.
- Serve as a liaison to partners, stakeholders, and community leaders in organizing programs and activities. Establish sound working relationships and cooperative arrangements with community organizations.
- Represent the FSC/LAF at community events, meetings, conferences, and seminars.

### **Technical Assistance**

- Provide one-on-one support to landowners in resolving heirs' property issues.
- Assist landowners in accessing USDA, HUD, FEMA, and other federal or state landowner assistance programs.
- Guide landowners through succession planning, wills, trusts, and cooperative ownership models.
- Help families explore sustainable land-use options, including agriculture, forestry, conservation easements, and cooperative development.
- Facilitate and support mediation efforts among landowners, families, co-owners, and other stakeholders to resolve disputes related to land ownership, inheritance, and land use.

### **Advocacy and Policy Support**

- Stay informed about local, state, and federal policies affecting heirs' property, land retention, and agricultural producers.
- Support FSC/LAF's advocacy initiatives that strengthen protections for vulnerable landowners.
- Collaborate with partner organizations to expand opportunities related to the rights of landowners.

### **Program Development and Administration**

- Ensure that all activities, reports, and deliverables required of this role by government-funded programs are completed accurately, on schedule, and in full compliance with grant and contractual requirements.
- Track member and landowner interactions, maintain case files, and collect data for program evaluation and reporting.
- Contribute to grant proposals, reports, and presentations as required.
- Work as part of a team to design and strengthen the FSC/LAF's Land Retention programs.

### **Other Responsibilities**

- Performs other duties as assigned

### **Qualifications Education & Experience**

- Bachelor's degree in law, public policy, agriculture, forestry, community development, or related field (master's preferred).
- The Land Retention Attorney must hold a Juris Doctor (J.D.) degree and maintain active licensure to practice law in at least one U.S. state.
- At least 2-3 years of experience in land retention, legal services, cooperative development, or rural community work.
- Familiarity with heirs' property issues, probate, estate planning, real estate, land/or rural land management.

### **Skills & Competencies**

- Strong knowledge of land retention challenges affecting rural and minority landowners.
- Ability to explain complex legal and financial concepts in accessible language.
- Excellent communication, facilitation, and community engagement skills.
- Strong organizational skills and ability to manage multiple cases/projects simultaneously.
- Commitment to social justice, equity, and sustainable land use.

- Willingness to travel within the state/region and work evenings/weekends as needed.

### **Licenses and Certifications**

- A valid state-issued driver's license
- Land Retention Attorney candidates must hold and maintain an active license to practice law in at least one U.S. State.

Work Location: In person