



# CCOF

Advancing organic agriculture through certification, education, advocacy, and promotion.

## About CCOF

CCOF advances organic agriculture for a healthy world. We advocate on behalf of our members for organic policies, support the growth of organic through education and grants, and provide organic certification that is personal and accessible.

CCOF is a nonprofit organization governed by the people who grow and make our food. Founded in California more than 40 years ago, today our roots span the breadth of North America and our presence is internationally recognized. We are supported by an organic family of farmers, ranchers, processors, retailers, consumers, and policymakers. Together, we work to realize a future where organic *is* the norm.

## Working at CCOF

Working at CCOF means joining a group of professionals who are passionate about organic, who work together as a team, and who support each other like a family. We're passionate about cultivating a culture of engagement, transparency, democracy, and mutual appreciation and support.

### *Work-Life Balance*

CCOF staff are dedicated to hard work, but we also encourage work-life balance among our staff. We support flexible schedules with transparency, and are a family-friendly company, always seeking ways to provide additional support to the parents and caregivers who work at CCOF. We've also invested in the remote staff experience to make it seamless for our offsite team members to participate in the CCOF culture.

Our P.A.R.T.Y. committee works on events throughout the year that help our staff get to know each other, learn something new, and have fun. Most staff take advantage of our five-minute walk to the Pacific Ocean with a stroll to the water each day, and our dog-friendly office provides plenty of opportunities for playing with our canine friends during breaks.

### *Transparency and Democracy*

All voices at CCOF are heard; we ask for input from all levels, and value honest and productive feedback from all our team members. We have an open door policy for all supervisors and managers, and value the open flow of communication between staff. Our finances are open-book, giving all staff the ability to have an understanding of the organization's financials.

### *A Place to Stay and Grow*

For those who are passionate about organic, enjoy an open and fun office culture, and value working hard, CCOF is a great place to grow. We value employee retention and provide growth and continuing education opportunities for members of our team. We encourage our staff to learn and develop as professionals.