FOOD BANK OF CENTRAL & EASTERN NORTH CAROLINA

President & Chief Executive Officer

https://foodbankcenc.org/

The Organization:

The Food Bank of Central & Eastern North Carolina (the Food Bank) is a highly-respected nonprofit organization with a mission to: Nourish people. Build solutions. Empower communities. It's vision: No one goes hungry.

The Food Bank has provided food for friends and neighbors facing hunger in 34 counties in central and eastern North Carolina, representing just over one third of the state, for over 40 years. The Food Bank is an affiliate member of Feeding America, the nation’s leading domestic hunger relief charity. In terms of total food distributed, the Food Bank ranks in the top 15 nationally among 200 Feeding America food banks and first in North Carolina. Food distribution programs and child nutrition programs are based on national models.

The Food Bank works every day to provide food to people in need while building solutions to end hunger in the communities served. The Food Bank began operations in 1980 with funds from the Episcopal Diocese of North Carolina and now partners with a network of more than 900 partner agencies such as soup kitchens, food pantries, shelters, and programs for children and adults through distribution facilities in Durham, Greenville, New Bern, Raleigh, the Sandhills (Southern Pines), and Wilmington.

In fiscal year 2020-2021, the Food Bank distributed more than 130 million pounds of food and supported 4 million households; 33% of the individuals in those homes were children and youth and approximately 25% were senior citizens. Due to systemic barriers to accessing food, the Food Bank serves proportionally more people of color in rural counties, and approximately 75% of people served last year were members of communities of color.

The Food Bank works across the food system to provide access to nutritious food that nourishes families, children, seniors, and individuals. Through strong, coordinated relationships with partner agencies, nutrition education, and innovative programs, the Food Bank empowers communities to overcome hunger, creating an environment where all North Carolinians thrive.

The Opportunity:

During the Covid-19 pandemic, the Food Bank was recognized as Feeding America's Food Bank of the Year for 2020, which is the highest distinction awarded within the network of food banks. In 2021, the Food Bank was among the 42 food banks awarded a donation from philanthropist Mackenzie Scott. The Food Bank received $25 million and will leverage the additional funding to deepen and broaden programs that get at the root cause of food insecurity.

This is an outstanding opportunity for a forward-thinking executive to lead a well-respected and very high performing food bank that is challenging racism, prioritizing equity, and working to eliminate barriers to food access by partnering with a passionate network committed to ending hunger. The next President & CEO will work with an engaged Board and committed, experienced
employees to guide the Food Bank in its next stage of service to the community, innovative programming, cross-sector collaborations and solving the root causes of hunger.

**Position Overview:**

The President & CEO will work collaboratively with the Board of Directors and the executive management team (EMT) to lead the Food Bank in delivering its long-term vision so that ‘No One Goes Hungry’. They will embrace and promote the all-encompassing value of Equity, Diversity, and Inclusion (EDI) throughout the Food Bank's three core strategic pillars: Nourish people, Build solutions, and Empower communities ensuring fiscal, operations, fundraising, marketing, human resource, technology, and programmatic strategies are effectively implemented across all segments of the organization. The President & CEO will lead, identify, and influence connectivity between all Food Bank branches and external constituencies.

**The Role:**

**Location:** Raleigh, NC

**Reports to:** Board of Directors

**Direct Reports:** SVP, Operations; SVP, Development & Business Strategy; VP, EDI; VP, Human Resources; VP, Finance; VP, Community Health & Engagement; VP, Communications & Public Policy; and Executive Assistant.

**Priorities of the position include but are not limited to:**

- Provide strategic vision and inclusive leadership required to deliver on the existing strategic plan, providing positive outcomes in the Food Bank's three strategic pillars.
- Lead and engage with the organization in a style that navigates the CEO transition through building trust and relationships across all staff levels, branches, and network partners.
- Diversify and grow the donor base, working closely with current donors and growing new sources of revenue.
- Develop plans aligned with leading economic and financial indicators and milestones to ensure fiscally responsible investments and initiatives.
- Ensure a laser focus on the Food Bank's role in challenging racism and prioritizing equity within the organization, and in the community.
- Provide continued support and leadership to Food Bank employees, partners, volunteers, and the community in relation to the current public health and economic crisis.
- Empower the voice of the customer by engaging with the people the Food Bank serves, and other partners in developing solutions.

**Key Responsibilities:**

**Strategic Leadership & Board Relations**

- Collaborate with the Board and EMT to implement and refine the current three-year strategic plan to achieve the mission, next level of impact, sustainable organizational growth, and long-term financial viability.
- Provide inspirational leadership of employees, across the entire organization; build and nurture an organizational culture that is grounded in a shared vision, vibrant in teamwork and accountability, supported by mutual respect, and unrelenting in the pursuit of innovative programming, efficient and equitable services, and support to the community.
- Continue ongoing commitment to embed equity, diversity, and inclusion in the Food Bank and across the network; educate and encourage diverse constituents to have difficult dialogue, promote inclusion, and advance equity.
Cultivate a collaborative and transparent working relationship with the Board; ensure that relevant, accurate, and timely information is provided to inform and guide the Board's strategic level thinking.

**Equity, Diversity, & Inclusion**

- Promote and develop an equity, diversity & inclusion (EDI) lens that will encompass and support the Food Bank's strategic plan and vision that challenge systems of inequity in the Food Bank work.
- Maintain an inclusive environment and invest in the recruitment and development of a diverse workforce.
- In collaboration with the VP of Equity, Diversity, and Inclusion ensure the EDI vision is infused throughout the organization's systems, tools, policies, practices, and culture.
- Educate and engage community members and partners on the Food Bank's EDI values and its work to end root causes of food insecurity.

**Fund Development & External Relations**

- Lead diversified fund development efforts in partnership with the Board and the development team; focus on identifying new Food Bank supporters, individuals, major donors, corporations, and philanthropy that will ensure adequate funding for the effective operation and future growth of the organization.
- Guide and support the Board and development committee; provide resources and support that enable all members to serve as brand ambassadors for the organization.
- Serve as primary spokesperson for the Food Bank; work with the communications team to develop other Food Bank employees for speaker opportunity roles.
- In partnership with the communications team, formulate and execute marketing, branding and development strategies that will increase the Food Bank visibility and enhance revenue from major donors.
- Further the mission and enhance the Food Bank's work through collaborative efforts with Feeding America, network partner agencies, other food banks in the national network, regional cooperatives, other nonprofit agencies, and federal and state agencies.
- Work with policy makers at all levels of local, state and federal government to educate and advance recommended Food Bank policy strategies in eliminating hunger in our service area.

**Team Leadership & Internal Operations**

- Communicate vision, strategy, and goals to employees; establish expectations and provide counsel, guidance, and leadership as to direction, resources, and expected results.
- Inspire, coach and develop a diverse team with multiple perspectives and talents; actively seek input from a variety of sources; ensure a process for recruitment, retention, and performance evaluation is done through an EDI lens.
- Facilitate cross-departmental collaboration and strengthen internal communications with employees throughout the organization; create and promote a positive, diverse work environment that supports consistency throughout the organization.
- Promote a culture that reflects the Food Bank's values; encourages exceptional performance, and rewards productivity.
- In collaboration with the VP, Finance, oversee the financial status of the Food Bank; develop long and short-range financial plans, monitor the budget and ensure sound financial controls are in place; set financial priorities accurately to ensure the organization is operating in a manner that supports the needs of programmatic efforts and employees.
- Ensure infrastructure, technology, processes, and systems are scalable and can keep pace with a challenging and changing environment.
- Prioritize data collection and the evaluation of service offerings and programs; use metrics to make decisions regarding the development of new programs, partnerships, fundraising, and initiatives that are tied to the strategic plan and financial targets.
Candidate Profile

**Professional Experience:**
- Minimum ten years of strategic executive leadership experience in complex multi-site, multi-program, geographically dispersed (both urban and rural), organizations during periods of growth and change.
- Professional experience may have been gained in the following sectors: food banking/food-related, large complex nonprofits, disaster relief, health-related organizations, or relevant private sector organizations. Private sector executives will have a demonstrated track record of service-orientation and community-building.
- Broad general management experience across finance, human resources, operations/technology, marketing, program, fund development, and working with volunteers and Boards.
- Track record of executing/creating/refining ambitious strategic plans, setting clear and actionable priorities toward the achievement of goals and objectives.
- Achievement in transformative environments, bringing to scale complex organizations; adept at assessing infrastructure/operational requirements necessary to support sustainable growth and healthy organizational culture; experience successfully handling crisis management situations is preferable.
- Demonstrated commitment to EDI as a priority in discussions, actions, and measurements within and across the Food Bank strategic pillars.
- Proven record of innovative and sustainable fundraising from individuals, corporations, foundations, and current and potential Food Bank partners.
- Experience working collaboratively with internal and external constituents including partner agencies, funders, business, nonprofit and community leaders, legislators, and preferably Feeding America.
- Experience coaching and developing professional staff and a successful track record of recruiting and retaining high performing teams.

**Personal Attributes:**
- Passionate about the mission and vision of the Food Bank “no one goes hungry” and serving the community across the organization’s 34 counties.
- Servant-leader who communicates a clear and compelling vision for the future; applies creative solutions to organizational problems, anticipating situations and needs, and responds appropriately to emerging situations.
- Strategic thinker and change agent who manages continuity, change and transition while establishing buy-in along the way.
- Experienced community leader comfortable building relationships and strategic partnerships in diverse settings.
- Culturally competent with deep commitment to embedding EDI into the workplace culture.
- Exceptional mentoring, professional development, people management and leadership skills; models high standards of honesty, integrity, trust, openness, and respect for others by applying these values daily.
- Strong public speaker in all external forums; transparent communicator and able to gain confidence and trust of all Food Bank stakeholders.
- Skilled negotiator and problem-solver; makes well-informed decisions; accurately perceives the impact of decisions.
- Excellent written communication skills; expresses facts in a succinct and compelling manner.
- Highly inclusive and demonstrates high EQ; calm under fire, and commitment to innovation and excellence.
**Education:**

- BA/BS degree; advanced degree in nonprofit management preferred

**Salary Range:**

- $177,000 - $295,000

We are an equal opportunity employer. We do not regard race, color, religion, national origin, age, sex, pregnancy, marital status, disability, genetic information, veteran status, sexual orientation, or any protected class characteristic when seeking to hire. This practice, in addition to hiring, applies to our recruiting, training, transfers, promotions, job benefits, pay, dismissal practices, social and recreational activities, and any other term or condition of employment.

We care about our employees, our candidates, and our community.

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To learn more about this opportunity, please contact:

**Janet Albert**
Partner, Bridge Partners
Janet.Albert@bridgepartnersllc.com

**Toya Lawson**
Partner, Bridge Partners
Toya.Lawson@bridgepartnersllc.com**