



Director of Programs

Are you...

- One of those rare, fearless professionals with a successful history of designing and executing large-scale food, nutrition and wellness programs?
- Longing to work at a highly-respected non-profit organization leading social change?
- Interested in working at an organization that highly values its employees and offers rich benefits, ample professional development opportunity and great work-life balance?

If you have answered "YES" to these questions, then we'd love for you to you apply to be our next Director of Programs!

Alameda County Community Food Bank has achieved notable success in recent years, including being voted **2016 Food Bank of the Year by Feeding America**, the nation's network of food banks. How have we been able to achieve this? It starts with dedicated, mission-driven colleagues, including Food Agency & Nutrition Services team passionately striving to ensure that ensure every child, adult and senior in Alameda County knows where their next meal will come from.

Reporting to the Chief Operating Officer, the **Director of Programs** will lead our growth initiatives to serve more people struggling with hunger across Alameda County, including adding capacity to our network of community-based agencies, establishing a high-impact strategy for our nutrition and wellness programs, scaling up our direct distribution and food recovery/grocery rescue programs, optimizing the distribution of food across our network, and increasing the use of data to drive strategic prioritization. This leadership role will be responsible for managing a high-performing department, as well as help guide the Food Bank's strategic direction as a member of the senior management team. The ideal candidate has at least 5 years of relevant experience in creating capacity-building programs with measurable and successful outcomes.

Alameda County Community Food Bank is a well-established and multi-faceted organization, which has been at the forefront of hunger relief efforts for 32 years. As one of the most efficient, direct-impact organizations in the country, few nonprofits have a bigger impact on the local community than us. We serve 1 in 5 county residents and will provide enough food for 30 million meals this year. We're forward thinkers who encourage innovation in our efforts. We're changing lives ... we're proud of our work ... and we're having fun doing it!

Required Qualifications

- Bachelor's Degree or equivalent experience in a social service field
- Minimum 5-7 years relevant experience with a successful history leading complex programs and projects, with multimillion dollar budgets, subject to government, regulatory, corporate or foundation requirements, resulting in positive change or transformation for community stakeholders, internal and external customers. Nonprofit leadership skills a plus
- Successful history recruiting, developing, inspiring and leading diverse team members/managers
- Experience developing innovative customer-focused strategies and leading successful execution, in a dynamic, highly collaborative environment
- Ability to communicate with, influence, and motivate agency partners, government officials, community organizations, and other stakeholders to ensure program success
- Advanced knowledge and real world success in project management, data analysis and process improvement
- Excellent computer skills in MSOffice Suite and data analysis systems. Tableau skills highly desirable
- Knowledge of government food programs, funding sources, reporting and food safety regulations preferred
- Proven ability to work with broad socioeconomic and ethnic groups

- Valid California Driver's License, ability to drive own car, and a clean driving record
- Bilingual in Spanish, Cantonese, Mandarin, or Vietnamese a plus

Personal Attributes and Values

- Passion, enthusiasm, focus, and creativity around Alameda County Community Food Bank's vision, mission and values of community, leadership, transparency, and diversity
- Impeccable integrity and honesty
- A sense of humor deftly combined with a can-do attitude
- Strong work ethic with an orientation towards constant innovation and process improvement
- Innovative self-starter and problem solver with a bias towards action
- Social skills to collaborate with colleagues in a pro-active manner.
- Ability to work both independently and in a collaborative setting with people of diverse backgrounds/circumstances

Physical Requirements

This position is in an office environment, involves approximately 20% local travel, and involves some need for a flexible schedule to accommodate Food Bank events. The following physical activities are necessary in the performance of this job: ability to use a computer to accomplish the duties of the position, including writing and seeing.

This is a full-time exempt position working 37.5 hours per week. The salary for this position is \$97,613 annualized. We offer an outstanding benefit package including:

- Medical (100% coverage for employees, 93% coverage for dependents)
- Dental (100% for employees and their dependents)
- Vision (optional)
- Flexible Spending Accounts (optional)
- Commuter Benefit Account (optional)
- Supplemental life, ADD & LTD insurance (100% coverage)
- 403(b) plan available on the first day with employer match after 1 year of service
- Employee Assistance Program (100% coverage for employee and dependents)
- Generous vacation, sick and holiday leave accruals

If you meet these qualifications, please apply electronically with a cover letter and resume through our Careers page located at http://www.accfb.org/about_us/jobs/#openings-list.

Due to high volume from our open positions and our limited capacity, we are unable to accept phone inquiries at this time. Thank you for your interest!

ACCFB offers equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, ACCFB complies with applicable state and local laws governing nondiscrimination in employment in every location in which the ACCFB has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

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