

Second Harvest of Silicon Valley

Chief People & Inclusion Officer

San Jose, CA

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About Second Harvest

Founded in 1974, Second Harvest of Silicon Valley is one of the largest food banks in the nation and a trusted nonprofit leader whose mission is to *end hunger in our community*. They strive to realize their mission by working to deepen their relationships with local communities to evolve a system of support that equitably meets the immediate need for food assistance while identifying opportunities to address the root causes of hunger.

In partnership with about 400 local agency partners, Second Harvest currently distributes nutritious food to about 500,000 neighbors across Santa Clara and San Mateo counties each month (at no cost to their partners or clients).

How They Do It

Second Harvest has a diverse staff of almost 300 dedicated and passionate professionals, about 20% of whom work under a collective bargaining agreement. While all of their staff live within driving distance of San Jose, those who are able to do their work remotely have the opportunity for hybrid work arrangements.

In their last fiscal year, Second Harvest distributed 125 million pounds of food (procured through a combination of donation, purchase, and rescue). Of that, 55% was fresh produce. They manage almost 260K square feet of warehouse and office space across four facilities which operate six days a week to meet the tremendous need for food assistance in the community.

Most of their food is distributed to neighbors (individuals, families, seniors & students) through more than 900 monthly grocery distribution sites (their own or through partners). Second Harvest also offers limited home delivery to those unable to visit a distribution site. While they don't serve prepared meals, Second Harvest does provide groceries (ingredients) to partner organizations that provide hot meals. They also support food pantries at after school programs, rehab centers, colleges, youth centers, etc. To further support the health and well-being of their community, Second Harvest offers neighbors a culturally diverse collection of wholesome recipes, cooking videos, nutrition education and trainings.

Second Harvest also works to connect neighbors to federal nutrition programs and other food resources, and advocates for anti-hunger and anti-poverty policies on the local, state, and national levels.

All this work is possible thanks to Second Harvest's partnerships with local non-profit agencies and tremendous community support. Eighty-five percent of Second Harvest's funding comes from private sources, with the majority (65%) coming from donations from individuals. A portion of their funding comes from corporate partners and foundations. Second Harvest also relies on volunteers from the community - last year more than 40,000 individuals donated their time to help sort, pack, and distribute food.

The Community

Silicon Valley is a place of innovation and opportunity, yet it is also a place of dramatic income inequality and the largest wealth gap in the nation. The incredibly high cost of living leaves 1 in 4 adults (and 1 in 3 children) at risk of food insecurity. Serving a diverse community in both urban and more rural communities, Second Harvest currently provides food to 1 in 6 residents in the area they serve.

To learn more about Second Harvest, please visit www.shfb.org or review the [latest annual report](#).

Working With Their Community for Their Community

Eighty-five percent of Second Harvest's funding comes from private sources, with the majority (65%) coming from individual donations. A portion of their funding comes from corporate neighbors (including organizations such as Applied Materials, Chegg.com, Oracle, Bank of America, ServiceNow, NetApp, United Airlines, LinkedIn, Intel and others). Second Harvest also relies on volunteers from the community - last year more than 40,000 individuals donated their time to help sort, pack, and distribute food.

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The Opportunity

Second Harvest of Silicon Valley seeks a mission-driven Chief People & Inclusion Officer (CPIO). Reporting to the CEO, the CPIO will be responsible for designing, developing, and executing an integrated people strategy that will enable the organization to change and develop. Second Harvest is coming off a period of rapid growth (nearly doubling its staff since 2020) and now needs to evolve its culture and review its organizational design and processes while identifying and developing leadership competencies for the future.

As a member of the Executive Team, the CPIO will lead the HR function to build and strengthen organizational capacity to value people through inclusive and equitable human resources policies and practices. They will role model Second Harvest's current values and work collaboratively within and across the organization to deliver impactful programs.

This individual will help create space for all employees to work, develop, succeed, and belong. They will continuously improve initiatives on hiring, learning, leadership development, compensation, benefits, people metrics, and talent management.

Second Harvest is seeking a leader who is bold in their efforts to innovate, leveraging the organization's culture and history. The CPIO will lead the strategy, policies, and processes related to recruiting, building, developing, rewarding, and retaining a growing team of professionals with different lived experiences.

Key Responsibilities Include:

- Drive accountability around employee engagement, talent acquisition, total compensation, talent management, training and development, and access by positioning People policies and practices within an equity imperative and a culture of inclusion;
- Develop a strong people focused human resources and reception team and structure to provide an excellent experience across all aspects of employment;
- Support the design, development, and communication of a clear Second Harvest DEI people strategy and work with the people team to ensure the organization's policies and processes are aligned with that strategy. Manage people team resources partnering with staff throughout the organization to move Second Harvest forward in our DEI journey, including ensuring DEI initiatives are resourced for success.
- Develop a strategic, thoughtful and inclusive talent strategy with a keen understanding of the food bank's goals and initiatives;
- Develop training, strategy, and programming to support accessible management, leadership, and skill development for all staff across the organization;
- Develop metrics and ongoing benchmarks to guide leaders in making sound people and organizational decisions;
- Support and enable effective union education and relations;
- Advise senior leadership on effective and transparent communications across teams, departments, and functions to identify opportunities for impact and trust building; and
- Serve as a thought partner and subject matter expert to the CEO and senior executive team as they continue to evolve the organization.

Candidate Profile

The CPIO of Second Harvest will possess the following attributes and competencies:

People-Centric Leader

The CPIO will bring a leadership philosophy that centers staff in the work. They will be a skilled relationship navigator who can work across all levels of the organization to attain buy-in for an evolving culture. This candidate will lead in service of staff, and by extension, the community Second Harvest supports. They will be committed to developing staff, leading the effort to provide the tools, education, and support to allow

them to flourish in their roles. This leader will promote a culture where everyone feels valued, fostering a sense of belonging across the organization. Ideal candidates will have training and expertise in talent management, organizational development, change management, culture building, and inclusion work. They will be entrepreneurial in nature, with demonstrated experience building successful strategies and infrastructure within this scope of work from the ground up.

Transformational Human Resources Expert

The CPIO will bring a deep expertise in human resources and demonstrated understanding of how to build a transparent, values-driven, and inclusive employee culture. They will be a thought partner to the CEO and other executives, advising on best human resources practices. They will be a strategic thinker and a hands-on leader with the experience to understand and balance a complex array of organizational needs. With an entrepreneurial spirit, a measurable track record of articulating Human Resource needs, building the HR team, and an outcome-driven mindset, the CPIO will be skilled at high level shaping of strategy down to executing and sustaining process details. They will be committed to embedding equity and inclusion practices into human resource and organizational structures, culture, programs, and processes that guide Second Harvest internally as well as externally.

Relationship Builder

The CPIO will be an emotionally intelligent leader who is extremely comfortable connecting with people of different philosophies, backgrounds, and cultures. They will have the ability to build trust quickly, while fostering an environment of collaboration and partnership. They will build bridges and lead through influence. The CPIO will work to develop relationships across the organization to ensure positive outcomes for all while identifying opportunities to increase organizational efficiencies and advance Second Harvest's mission, policies, and practices.

Change Agent

The CPIO will be a clear communicator, with an ability to use storytelling to drive change, and bring a track record of rolling out effective initiatives across an organization. They are a change agent who brings rigor, a passion for problem-solving, and an inspirational leadership style. The CPIO will bring energy to inspire the whole team and the community that Second Harvest serves to achieve new heights. They will have an exceptional ability to listen intently, think clearly, and respond effectively, empathically, and judiciously to a variety of challenges. This individual will be proactive, with the skills to challenge the status quo and expertise to drive change, while remaining sensitive to Second Harvest's culture and place in the community. The CPIO will be consultative, promoting open dialogue across Second Harvest, synthesizing divergent views, and coalescing the organization around shared values.

Passion for the Mission

The CPIO will have a passion for Second Harvest's mission to end hunger in our community. This leader will be driven by the opportunity partner to positively impact the communities Second Harvest serves. They will feel a sense of ownership to accelerate

change by motivating and empowering others to contribute to a shared vision and purpose. They will model openness, honesty, humility, and accountability to colleagues. This leader will ensure the health of Second Harvest's culture overall and proactively seek opportunities to highlight positive contributions to long term success.

Compensation & Benefits

Salary is competitive and commensurate with experience. The salary range for this role is \$230,000 - \$260,000 with a generous benefits package.

Contact

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Alex Corvin, Kim Dukes, and Maleka Pensky of Koya Partners have been exclusively retained for this search. To express interest in this role please submit your materials by [filling out our Talent Profile](#) or email the Koya team directly at secondharvestcpio@koyapartners.com. All inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

Second Harvest is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—**The Right Person in the Right Place Can Change the World**—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information about Koya Partners, visit <https://diversifiedsearchgroup.com/koya-partners/>.