

**The Food Project
Position Announcement
Executive Director**

The Food Project is seeking a dynamic new Executive Director. Please see our website at www.thefoodproject.org.

About The Food Project

The mission of **The Food Project** is to create a thoughtful and productive community of youth and adults from diverse backgrounds who work together to build a sustainable food system. Our community produces healthy food for residents of the city and suburbs, provides youth leadership opportunities, and inspires and supports others to create change in their own communities. We envision a world where youth are active leaders, diverse communities feel connected to the land and each other, and everyone has access to fresh, local, healthy, affordable food.

Since our founding in 1991, The Food Project has grown into a nationally recognized non-profit organization that works at the intersection of youth, food, and community. For over 27 years, youth and adults from cities and suburbs have come together to produce healthy food for residents and to build local, sustainable food systems. Each year, the 120 teenagers in our intentionally diverse youth crews work with our adult staff to farm 70 acres in eastern Massachusetts in the suburban towns of Beverly, Lincoln, and Wenham, and partner with our neighbors in Lynn and Boston's Dudley neighborhood to create the food system they imagine.

We believe that food is a unique vehicle for creating personal and social change. Nothing else ties us so intimately to each other and to the planet we share, affecting our health, the climate, and culture. Our goal is to transform the food system into a more just, community-engaged model, that supports food security for all.

The Food Project has an 18-member Board of Trustees, three offices (in Boston, Lincoln, and Lynn), and a talented staff of 25 full-time employees. Additionally, we are joined by 120 young people throughout the year who take part in The Food Project's dynamic and diverse youth crews. Annual revenue totals approximately \$3.5 million from individual and corporate contributions, foundation grants, program revenue, and special events.

Responsibilities of the Executive Director

Vision and Strategy

- Ensure that the mission and vision are articulated and shared by a wide range of stakeholders
- Maintain and deepen The Food Project's strong organizational culture and values
- Collaborate closely with the Board and staff to continually hone and execute a vision and plan of action for increased impact, long-term growth, and sustainability
- Ensure the development, funding, and execution of the Strategic Plan

Fundraising and External Communications

- Drive the overall fundraising plan, developing and executing strategies that ensure a sustainable and diverse funding stream. This includes cultivating and stewarding individual and institutional donors
- Build on The Food Project's national reputation as a pioneer in integrating youth development with sustainable farming to raise visibility and attract new supporters
- Deepen and widen existing community partnerships and cultivate new relationships where appropriate



Organizational Leadership

- Manage and lead The Food Project as an effective and efficient organization across two distinct regions
- Inspire and motivate a highly skilled, diverse, and committed group of staff, youth, and external stakeholders
- Directly supervise, mentor, and coach senior staff
- Ensure inclusive, transparent, and regular communication both internally and externally
- Manage and strengthen hiring and training processes that promote staff diversity, inclusion, and equity
- Lead and model the organization's commitment to honest and constructive feedback

Collaboration with the Board of Trustees

- Partner with Board leadership to continually strengthen governance practices and build a diverse Board
- Develop and present recommendations to the Board for annual business plans and budgets
- Provide regular updates to the Board on operations and financial status
- Work closely with the Board to ensure compliance with bylaws, policies, and directives

Qualifications Desired

- Commitment to the power of young people to lead social change in addition to interest in food and community
- Understanding of the issues that have created an inequitable food system and the challenges involved in transforming it into a model that works for everyone
- Senior management experience in a multifaceted social change organization
- Proven success in public and private fundraising
- Demonstrated ability to work across difference and skill in building organizational culture and practices that promote racial justice and inclusion
- Strong financial management skills
- Strong operational skills including ability to manage multiple sites
- Inspirational and collaborative leadership style and ability to build trusting relationships
- Excellent communication skills in public speaking, writing, and personal interaction
- Experience working with a Board of Trustees on governance, organizational development, strategic planning, and fundraising
- Ability to convene multiple stakeholders in partnerships that advocate for public policy that supports community visions
- Desire to work in a diverse environment with passionate colleagues who believe in their work and in reflection, who value their relationships, and who make time for fun

To apply:

Please send cover letter and resume to Susan Egmont at Egmont Associates, segmont@egmontassociates.com.

The Food Project is an Equal Opportunity Employer committed to fostering a multicultural organization. We seek a diverse pool of candidates including people of color, people with disabilities, and LGBTQ applicants.