



POSITION ANNOUNCEMENT: Executive Director, Farmer Foodshare

LOCATED IN: Durham, North Carolina

BACKGROUND

Farmer Foodshare approaches hunger from both sides of the problem - small farmers struggling to stay in business, and disadvantaged populations who lack access to fresh and nutritious food. This is what makes them unique! Since 2009, Farmer Foodshare has fostered cross-sector partnerships to build a local food system in which all members of our community can have access to healthy, nutritious food, and those who labor in agriculture can make a viable living.

Farmer Foodshare began as a grassroots effort at the Carrboro Farmers Market to address food waste and inequitable access to fresh, healthy food for all members of the community. Farmers, market shoppers, and those experiencing food insecurity alike began a produce donation program to collect food from shoppers and farmers for communities in need. This effort evolved into the Donation Station program, which now operates at 26 markets statewide and in 2018 contributed 51,445 pounds of fresh produce back into the community.

Over the past 10 years, Farmer Foodshare has expanded its impact. It now includes a Wholesale Market that provides local institutions a means to efficiently source produce from NC farmers that generated \$636,000 in revenue for these growers in 2018; a Food Ambassador program that educates more than 8,000 students about fresh food and healthy eating habits; and Community Foodshare, which supports community organizations in creating sustainable strategies for sourcing local food. All efforts work to building a more sustainable and equitable local food system.

To learn more, visit Farmer Foodshare's website at <http://www.farmerfoodshare.org>.

THE LEADERSHIP OPPORTUNITY

The Executive Director is the senior leader, primary spokesperson, and advocate for Farmer Foodshare. The Executive Director leads the organization in developing the vision, infrastructure, funding, culture, and competencies necessary to sustain and scale Farmer Foodshare. The Executive Director will be called upon to fulfil the following key responsibilities:

Leadership and Strategy

- Serve as the primary advocate, community builder, spokesperson, and administrator.
- Work with the board, staff, and stakeholders to define the strategic course for the organization's future. Lead the organization to develop, implement, and assess strategy and business plans.
- Articulate the vision in an inspiring way to internal and external constituencies.
- Build a culture of justice, equity, diversity, and inclusion that is echoed through the organization.
- Engage in the local community, building relationships and partnerships that advance the mission.
- Seek opportunities for growth, collaboration, and collective impact.

Program and Financial Oversight

- Ensure high quality program delivery, evaluation, and reporting systems that promote effective utilization of personnel and financial resources.
- Provide direction for expanding or modifying programs and services as it relates to the operational plan. Foster existing relationships and develop new partnerships to support the programs and services.
- Ensure strong internal controls, fiscal responsibility, accountability, transparency, and efficient, accurate, and consistent financial operations and practices.
- Develop and manage an annual budget for the Board’s review and approval.

Resource Development

- Serve as the chief development officer for the organization.
- Be responsible for the consistent flow of revenue to the organization, supporting programs and activities through diverse and multi-faceted income streams.
- Cultivate positive and sustained relationships with local, state, and federal funders and foundations, corporations, and other major funding partners.
- Develop and implement a plan to expand relationships and partnerships that will lead to sustainable, diversified funding streams and significant philanthropic investments.

Staff Empowerment

- Build a positive work culture that supports a productive, diverse, and professional work environment.
- Foster a culture of teamwork and accountability throughout the organization, developing staff members to their highest potential.
- Develop organizational structure, job descriptions, assignments, and supervisory and evaluative procedures to effectively and efficiently achieve strategic goals. Hire, assign, supervise, delegate, evaluate, and terminate staff in accordance with organizational policies and applicable laws.
- Work with staff to ensure a positive volunteer experience, maintaining focus on the engagement and retention of volunteers.

Board Development

- Work in partnership with the Board of Directors to ensure proper governance.
- Maintain regular communications with the Board of Directors and provide them with the necessary support, counsel, and information required for effective governance.
- Ensure a quality process for supporting the Board and their involvement in fundraising, strategic planning, program delivery, and increasing overall visibility.
- Identify, recruit, orient, retain, and celebrate Board members. Ensure a quality process for building the board base and diversifying its membership to reflect the community served.

SKILLS AND QUALIFICATIONS

The new leader must demonstrate a firm commitment to and passion for Farmer Foodshare’s mission to reshape the disconnected food system by removing barriers to growing and accessing local food. In addition, the ideal candidate will possess the following qualifications:

- Five or more years of experience in non-profit executive or senior management roles where organizational sustainability and growth were key parts of the position
- Entrepreneurial approach with excellent communication, presentation, and interpersonal skills
- Vision to see Farmer Foodshare’s future potential and ability to think strategically and creatively
- Understanding of food systems in North Carolina is encouraged
- A track record of community building and maintaining relationships across many sectors that fosters a spirit of collaboration with social services agencies, agriculture, government officials, and/or community leaders
- Ability to lead with confidence in addressing organizational opportunities and challenges
- Demonstrable fundraising experience with success in building dynamic relationships with key stakeholders, business and foundation leaders, and others who can influence individual, corporate, foundation, and government giving; experience cultivating, soliciting, and stewarding major gifts
- History of demonstrating the sound judgment, administrative skill, and financial acumen necessary to oversee day-to-day operations, direct a professional staff, and manage a budget of at least \$1 million
- A bachelor’s degree or higher from an accredited college/university
- Leadership experience in advocacy and public policy is an added benefit

The director should also possess the following soft-skill attributes that will aid in building relationships and being effective in the position:

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| • Visionary | • Authentic and honest |
| • Strategic and analytical | • Passionate |
| • Entrepreneurial spirit | • Collaborative |
| • Community builder | • Team builder |

APPLICATION PROCESS

Armstrong McGuire & Associates, based in Raleigh, NC, is conducting this search in partnership with Farmer Foodshare’s Board of Directors. To apply, click on the link to the **Executive Director – Farmer Foodshare** position profile at ArmstrongMcGuire.com/apply. You will see instructions for uploading a cover letter, resume, salary requirements, and professional references. In case of any technical problems, contact mendi@armstrongmcguire.com. No phone calls, please, and no applications will be accepted by email or through third-party sites.

Farmer Foodshare actively seeks to broaden the diversity of its team and strongly encourages individuals from underrepresented groups to apply. Farmer Foodshare is committed to a policy of equal employment opportunity integrating diversity, equity, inclusion, and social justice in each step in the search process.