



Director of Policy and Partnerships

Are you an experienced Policy Director looking to make a difference in the lives of 330,000 Alameda County residents? Are you passionate about the power of grassroots organizing, and want to apply your political skills to help one of the Bay Area's top non-profits — and a nationally recognized leader in hunger relief — amplify its impact? If so, Alameda County Community Food Bank may be looking for *you* as our next Director of Policy and Partnerships (DPP).

Our nationally-recognized policy work is a critical component of ACCFB's mission – aiming to generate 75 million meals annually by 2022 through systems change alone. The Director of Policy and Partnerships spearheads the strategic development and implementation of the Food Bank's policy agenda at all levels of government, as we work to strengthen safety net resources and advance a more inclusive economy. As an exuberant and passionate leader, the DPP manages a team of seasoned policy professionals, which emboldens our community in the movement to end hunger – marrying equity and inclusion, advocacy, community engagement/education and strong partnerships with public and private organizations.

Understanding that racism is one of the single biggest drivers which perpetuates poverty in our community, the DPP also leads our strategy -- both internally and externally— for advancing equity and inclusion. Our staff regularly engage in conversations about race, class, power and privilege as part of our organizational commitment to build a more just Alameda County.

The 2016 Feeding America Food Bank of the Year, Alameda County Community Food Bank is a well-established and multi-faceted organization serving 1 in 5 Alameda County residents. Our success is built on bold decision-making, a culture of equity and inclusivity, and an environment that embraces innovative thinking. We have received Charity Navigator's top rating for 13 consecutive years, ranking us among the top one percent of charities nationwide. Please learn more about our efforts at www.accfb.org.

KNOWLEDGE, SKILLS, AND ABILITIES

Required Competencies

- 8-10 years' experience in social service, research, or public government.
- Minimum five years' experience working on policy issues related to poverty and hunger.
- Experience and ability to move forward ACCFB's work on equity and inclusion.
- Previous experience managing high level staff.
- Ability to develop and maintain collaborative and professional relationships.
- Strong analytical capabilities to interpret data, research findings and to synthesize conclusions.
- Ability to practically and effectively apply statistics and research.
- Previous experience speaking in public and crafting polished presentations.
- Ability to craft well-written articles and papers for public presentation or publication.
- Knowledge of both the state and federal legislative process.
- Ability to organize, prioritize work and meet deadlines.
- Strong computer skills including Microsoft/Google office software, online advocacy and database programs, and web-based research.
- Valid California Class C Driver's License, insurable driving record and access to vehicle for spontaneous local travel.

Preferred Qualifications

- Knowledge of and experience with issues related to food security and food systems.
- Experience in a nonprofit environment with deeply-rooted community values and a variety of stakeholders.
- Bilingual in English/Spanish or English/Asian language.

PERSONAL ATTRIBUTES AND VALUES

- Passion, enthusiasm, focus, and creativity around Alameda County Community Food Bank's vision, mission and values of community, leadership, transparency, innovation and diversity.
- Impeccable integrity and honesty.
- Strong work ethic with an orientation toward constant innovation and process improvement.
- Service orientation and the ability to work both independently and in a collaborative setting with people of diverse backgrounds and circumstances.

PHYSICAL REQUIREMENTS

This work is primarily located in an office environment, but involves 35% of day travel and 5% overnight travel. The following physical activities are necessary in the performance of this job: talking, hearing, writing, finger dexterity, grasping, foot dexterity, reasoning, interpreting, prioritizing. Ability to move in and out of many offices and buildings during legislative visits. Must possess the physical ability to travel long distances by plane, train or automobile, ability to travel away from home for multiple nights.

BENEFITS AND COMPENSATION

This is a full-time, exempt position with a non-negotiable starting salary of \$109,000 per year. We work a 37.5 hour work week and 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 and want to join our mission, please submit your *resume* and answer the application questions on our Careers page located at

https://accfb.recruiterbox.com/jobs/fk035wa?cjb_hash=O_gWCs49&apply_now=true

Alameda County Community Food Bank honors our differences and is committed to creating a workplace that celebrates and reflects the diversity of our Community. Applicants who contribute to this diversity are strongly encouraged to apply. ACCFB provides 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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