



San Francisco-Marin Food Bank  
Executive Director  
San Francisco, CA

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San Francisco, CA

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## The Opportunity

The Food Bank seeks an experienced Executive Director to lead the mission of ending hunger in San Francisco and Marin counties. With plans for continued growth and impact, the Executive Director will build upon the Food Bank's three decades of success and lead the organization into a transformational next chapter.

Reporting to the Board of Directors, the Executive Director will be the leader and chief spokesperson for the Food Bank. They will be a trusted leader externally — a fixture of the nonprofit community — and will support a positive and productive internal culture. The Executive Director will have responsibility for SFMFB's programs, fundraising, operations, advocacy, and staff.

## About San Francisco-Marín Food Bank

Since 1987, the San Francisco-Marín Food Bank (SFMFB) has been on a mission to end hunger in San Francisco and Marin. SFMFB envisions a community where every member is able to obtain enough nutritious food — in a dignified manner — to support the health and well-being of themselves and their families.

### By the numbers:

- **1 in 5** neighbors are at risk of hunger;
- **140,000** people served each week;
- **60%** of food is fresh produce;
- **4,860** students served every day; and
- **48M** pounds of food distributed each year.

The Food Bank operates through a variety of programming, including a robust food pantry network, farm to family, food pharmacies, and home-delivered groceries, serving 140,000 people each week. Even so, SFMFB is only serving about half of those in need. SFMFB's plans call for an increase in distribution to 75 million pounds of food a year, which will provide over 62 million meals annually to the community, helping to bridge the meal gap that Bay Area neighbors are experiencing.

SFMFB is in the middle of a campaign to expand its facilities to meet the increased need. SFMFB will begin the renovation of its facility at 900 Pennsylvania Avenue in San Francisco in late 2020. Renovations to a newly acquired facility in Marin County were completed in 2019. These changes will enable SFMFB to grow over the next 20 years to receive and distribute 50 percent more food than it currently has capacity for.

The expansion will allow SFMFB to distribute food through hundreds of new partner pantries and meal programs and add weekly pantries in underserved neighborhoods and food deserts. Additionally, the increased space will add capacity to welcome more volunteers in San Francisco and Marin, and create more opportunities to support, train, and collaborate with partners, such as colleges, local healthcare institutions, and nonprofits who are also working to end hunger.



SFMFB has shown tremendous leadership through the COVID-19 crisis and more than doubled the number of households served in just 11 weeks. The local community has rallied around the Food Bank. This strength of support from the community exemplifies the strength of the institution and its leadership role in the Bay Area. To learn more about SFMFB's response to the COVID-19 crisis click [here](#).

SFMFB has an annual operating budget of over \$25M and a staff of 153. The organization is a registered affiliate of Feeding America.

For more information on SFMFB, please visit its [website](#).

## The Role

The Executive Director will be a strong leader, advocate, and fundraiser for SFMFB and will deepen relationships across the communities of San Francisco, Marin, and Northern California broadly. The Executive Director will partner and nurture collaborations with staff, agencies, funders, donors, businesses/corporations, volunteers, and the general public to inspire them to support and engage in the work of ending hunger.

Key responsibilities for the Executive Director include:

- Providing visionary leadership to increase SFMFB's impact and to serve those in need;
- Acting as the chief spokesperson and fundraiser for the organization, cultivating strong relationships with major donors, corporate and foundation sponsors, clients, stakeholders, volunteers, and local and state officials;
- Advancing a culture of diversity, equity, and inclusion across all organizational efforts;
- Devising and implementing a growth plan to make use of SFMFB's new distribution capacity;
  
- Maintaining a high level of visibility, both internally and externally, to promote the organization's mission and to gain necessary resources and support;
- Driving the current capital campaign to completion and working with the Board and staff on the San Francisco facilities renovation;
- Overseeing the growth of ongoing operations of the organization, including staff development, programs, logistics, and facilities;
- Providing oversight for the financial affairs of the organization; monitoring the budget and expenditures;
- Leading and empowering the staff by leveraging a collaborative, transparent, and trustworthy culture;
- Developing generative relationships with the Board; and
- Personifying the vision and values of the organization.

## Candidate Profile

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

### Strategic Thinking and Innovative Leadership

The Executive Director will be a strategic, visionary, and results-oriented leader who will articulate and implement a plan for SFMFB's next chapter. They will provide focused, long-term direction, and offer creative ideas to amplify the Food Bank's impact. The Executive Director will demonstrate capacity to analyze, synthesize, and integrate information to effectively identify and solve problems and will continuously challenge the status quo. The Executive Director will lead the Food Bank through a decisive, visionary, and analytical lens, with the ability to move flexibly within conflict and ambiguity. They will be effective at using SFMFB's platform to deepen impact locally and across the state and will possess a basic understanding of the legislative process and advocacy.

### Ambassador and Fundraiser

The Executive Director will be an inspirational and charismatic leader who will serve as the chief 'Ambassador' for SFMFB. An articulate, informed, and passionate public speaker, they will represent SFMFB in the local community and beyond and will be considered a leader in the nonprofit arena. The Executive Director will be effective at conveying SFMFB's mission and vision and generating additional support for the Food Bank. They will be an energetic fundraiser and asset developer who will fully embrace this aspect of the role. The Executive Director will bring a creative and entrepreneurial approach to revenue generation, enabling SFMFB to access previously untapped support.

### Relationship Building and Communication

The Executive Director will be skilled at building effective relationships across a range of stakeholders. With a high level of emotional intelligence, they will be approachable and able to build productive and fulfilling relationships with the Board, staff, community partners, and other constituents. With thoughtful and open communication skills, the Executive Director will be a strong facilitator, communicator, and collaborator who is skilled at listening to and learning from diverse constituents. They will be skilled at developing a powerful sense of shared purpose in others.

### Leadership and Team Management

The Executive Director will have a track record of success in organizational management and servant leadership. They will be experienced with operations and finance and will be a proven leader in staff development and Board relations. The Executive Director will engender trust in the staff through a transparent and collaborative management style, focused on developing capacity, accountability, and innovation throughout the organization. They will possess a deep understanding of the value of diversity, equity, and inclusion (DEI) and will lead the organization's efforts to fully integrate DEI into its policy, practices, and culture. The Executive



Director will demonstrate honesty, sincerity, vulnerability, humility, and respect for individuals while modeling organizational values.

### Passion for the Mission

The Executive Director will be a champion of food security and providing services to those most in need. They will demonstrate and communicate passion for the organization's core mission and will inspire others. The ideal candidate will have a combination of experience with nonprofit, for-profit business, and government and will be a proven leader of a similarly sized or larger organization. Prior Food Bank experience is not required. The Executive Director will embody the values embedded within the Food Bank's mission, programs, and work in the broader community. They will be a leader of unquestioned integrity, ethics, and values; someone who can be trusted without reservation.

### Contact

Koya Leadership Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Alex Corvin and Ally Johnson are leading this search. To make recommendations or to express your interest in this role please [visit this link](#) or email [SFMFB@koyapartners.com](mailto:SFMFB@koyapartners.com). All nominations, inquiries, and discussions will be considered strictly confidential.

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SF-Marin Food Bank is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+, and other underrepresented applicants.

### About Koya Leadership Partners

Koya Leadership Partners, a member of the 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 Leadership Partners, visit [www.koyapartners.com](http://www.koyapartners.com).