



Farm to Family Director

The California Association of Food Banks believes that food is a fundamental right. Food is medicine, it is fuel for learning, a teacher of cultures, and convener of communities.

We are proud to amplify the voice of food banks and of hungry Californians in the corridors of our statehouse and country's Capitol, in the offices of foundations and corporations, on farms and in fields, and throughout our state. We do this to influence public policy to enhance the safety net, ensure that fresh produce and healthy proteins are accessible to all Californians, connect hungry residents with nutrition programs, and stand with our 42 member food banks in their work to feed our communities.

Join us, and together let's end hunger in California: <http://cafoodbanks.org>

Position Description:

The Farm to Family Director is responsible for overseeing all of CAFB's food sourcing and logistics, including produce, protein and other products as available in order to ensure an adequate low-cost supply and variety for member food banks. The Director plays a vital role in California and nationally as an advisor to food banks to develop program and operations knowledge and development and, manages relationships with members and cooperating organizations for mutual benefit. This position also plays a key role in the association's leadership team and in managing relationships with external stakeholders.

Duties & Responsibilities:

- **Food Sourcing & Distribution**
 - Ensure that the supply of fresh produce meets or exceeds member and partner demands, reflecting a diverse array of seasonally appropriate commodities
 - Engage and supervise the external Food Solicitors to meet or exceed food sourcing quotas and goals, by obtaining the greatest possible quantity and variety of free and low-cost produce for food banks
 - Continually enhance relationships with growers, packers, and brokers; continually develop new supplier relationships
 - Work directly with growers and packers as appropriate to solicit donations and negotiate the lowest possible costs
 - Work with out of state food banks and Feeding America to ensure access to products and distribution of California excess
 - Supervise the Farm to Family Associate Director to proactively ensure any supply, transportation, cost, logistical or quality issues are addressed immediately, and to advise and train
 - Collaborate with the Chief Financial Officer in annual planning, goal attainment, and program development

- Manage program to maintain high product quality standards and minimize unusual events, such as rejected loads
- Ensure the program is supported by effective administrative systems
- **Transportation**
 - Oversee logistics to ensure that the program utilizes efficient and cost-effective transportation
- **Drive Strategy & Program Growth**
 - Work with members and other partners to develop forecasts for supply and demand; identify emerging trends and unmet needs; and, proactively respond by developing and enhancing program services
 - Utilize data effectively to inform program vision and decisions
 - Coordinate product and budget forecasting
 - Create, manage, and promote annual marketing and strategic outreach plan for the program
 - Assist in grant management as appropriate
- **Partner Management & Communications**
 - Ensure strong, effective, trust-based working relationships with member food banks and other organizational partners
 - Proactively provide information and technical assistance to members, and ensure members have adequate information for planning and supply management
 - Develop and help manage critical partner relationships with organizations such as the CDFA Board, Feeding America, produce trade associations, Farm Bureaus, and other agricultural organizations
 - Participate and provide support to various CAFB committees and the Board of Directors
 - Maintain and expand product and agricultural system knowledge, and create opportunities to impart knowledge to membership and relevant staff
 - Communicate clearly and professionally with food banks, suppliers, staff, and partners
- **Administration**
 - Participate in the Senior Leadership Team and act as an advisor to CAFB
- **Staff Management**
 - Foster a healthy and team-based work environment
 - Align staff duties with program needs and to maximize utilization of staff skill sets
 - Create and nurture an environment driven by member customer service

Qualifications:

- Bachelor's degree required
- Strategic thinking with advanced organization and management skills
- Understanding of agricultural industry workings and culture
- Knowledge of food warehousing and transportation
- Demonstrated leadership of supporting healthy team dynamics with positive business outcomes
- Excellent interpersonal skills and ability to work collaboratively and effectively with individuals of diverse backgrounds
- Strong computer skills, including Outlook, Word and Excel
- Attention to detail and accuracy

- Ability to work in high volume, time critical processing environment
- Ability to work individually and as part of a team
- Positive, professional oral and written communication skills
- Good organizational and time management skills
- Ability to work at a detailed level to further "big picture" goals
- Ability to travel up to 30-40% of time on job
- Commitment to ending hunger

Location: Downtown Oakland

Reports to: Chief Executive Officer

Hours: 37.5-hour work week, with some evening and weekend work required

Compensation: Salary depending on experience. Benefits include generous employer-paid health, dental, and vision; retirement program; life insurance; and PTO.

To apply: Please visit the link below to fill out the web form, and attach your cover letter and resume where indicated. Documents will not be reviewed unless they are submitted in the required format. Please read the instructions carefully. Applications accepted until position is filled.

Application link: <https://fs10.formsite.com/cafb2/yumefmpqw5/index.html>

Join us in creating a California where every person has the nourishment they need to thrive. We're a small but mighty staff of nearly 30, working in a classic old building in downtown Oakland — conveniently located near the 19th Street BART station. Both the building and the office are ADA accessible.

It is the policy of the California Association of Food Banks to fill every position without regard to race, color, religion (all aspects of religious beliefs, observance or practice, including religious dress or grooming practices), creed, gender (including gender identity and gender expression), marital status, registered domestic partner status, physical disability, mental disability, medical condition (including cancer or a record of a history of cancer), age, sex (including pregnancy, childbirth, breastfeeding, or related medical condition), national origin, ancestry, sexual orientation, genetic information, equal pay/compensation, veteran status, or any other basis made unlawful by applicable law. We are an equal opportunity employer, and strictly prohibit unlawful discrimination by any employee, including managers, supervisors, and co-workers.

The California Association of Food Banks embraces a philosophy that recognizes and values diversity. Our goal is to attract, develop, retain, and promote a talented diverse workforce in a culture where all employees will contribute to their fullest potential.