



**CALIFORNIA
ASSOCIATION OF
FOOD BANKS**

Position: **Vice President of Advocacy & Public Policy**

Location: Oakland, Sacramento, and remote work

The California Association of Food Banks is proud to amplify the voice of food banks on behalf of hungry Californians. We do this by influencing public policy, enhancing the social safety net, ensuring that fresh produce and healthy proteins are available to all Californians, connecting hungry residents with nutrition programs, and supporting our 41 member food banks in their work to feed our communities.

JOB SUMMARY

The Vice President of Advocacy & Public Policy is responsible for the overall planning, outcomes, and evaluation of the California Association of Food Banks' advocacy work. This position oversees a program portfolio that includes: 1) Government Affairs; 2) Data and Research; 3) Raising visibility for the role of food banks as a critical part of California's food safety net. This position serves as a critical member of the Association's leadership team, helping to lead a strong culture for the organization. They provide mentoring, guidance, supervision, and professional development to their team.

RESPONSIBILITIES

Leadership and Strategic Vision

- Provide strategic vision and leadership to the California Association of Food Banks; bring a strong passion for CAFB's mission and vision, as well as the ability to communicate this passion to others.
- Working with the Leadership Team, play a key role in the accomplishment of the Association's strategic goals, providing member support, and overall management of the organization.
- Enhance the impact of our programs and the needs of our members by staying abreast of developments in food security, poverty, food waste, agricultural policy, social safety net, and social justice conversations in California and at the federal level.
- Work closely with the CEO and CAFB Public Policy Board Advisory Committee to further the Association's advocacy work and support board governance.

Advocacy

- Oversee the development and implementation of an integrated advocacy program that mobilizes support for CAFB's mission and strategic plan.
- Develop CAFB's annual policy agenda based on a clear understanding of and connection to the needs of our members, state/federal partners, network of food security stakeholders; lead the Association's executive, legislative, and administrative advocacy program.
- Provide data and analytics about California's food security levels and the state of California's food security safety net to inform the Association's advocacy effort and to inform its programs.
 - External research: accurate measurement of state and local food security levels, identifying hard to reach populations and gaps in the food security safety net

- Internal research: assessing network capacity, infrastructure needs, populations reached, and collective impact
- Partner with the CEO and Communications in strategy development for raising visibility of the critical role of food banks in California's social safety net; serve as a primary media spokesperson for the organization.
- Oversee contract and grant obligations with funders, provide stewardship guidance for institutional grant reporting in partnership with the Development team.

External Collaborations

- Foster collaborations and partnerships across sectors to advance our mission.
- Establish and strengthen CAFB's presence, reputation, and relationships among and across federal, state, and local policy leaders, administrative and public partners, Feeding America, and various external partners that share our dedication to ending hunger and strengthening the social safety net in California.
- Define and form strategic and/or supportive collaborations aligned with our mission, vision, and advocacy work -- with formal organizations and with ad hoc groups.
- Represent CAFB on relevant committees and task forces, as well as at speaking engagements, conference panels, trainings, and with the news media.

Mentoring, Supervision and Departmental Management

- Directly supervise team leaders; working closely with staff to build their skills and confidence so that they can mentor, encourage, and motivate all staff.
- Create a high performing culture in alignment with the Association's core values; clearly communicate goals and implement yearly growth plans.
- Establish annual qualitative and quantitative program goals and objectives; track results against these goals to ensure continuous improvement and highest impact.
- Participate in the budget process and maintain a high level of fiscal responsibility.

QUALIFICATIONS

Education, Training & Experience

- Bachelor's and/or Master's degree in public administration, public policy or social services preferred; or 5-7 years of comparable work experience in nonprofit organizations managing an advocacy program of similar scope
- Established relationships with key leaders in both California's executive, legislative, and administrative offices, as well as demonstrated success advocating in these arenas is strongly preferred
- Experience in and/or managing research design and analysis to develop public policy solutions; managing administrative and legislative advocacy to support developed public policy solutions
- Demonstrated success as an organizational spokesperson in the media, philanthropic forums, and with key advocacy partners

- Knowledge of major hunger and anti-poverty programs, especially SNAP/CalFresh and TEFAP and other public benefits
- Experience working with trade associations is desired
- Commitment to ending hunger; preference will be given for lived experience associated with services/programs in alignment with our mission

Knowledge, Skills & Abilities

- Experience working with interest-based and/or membership organization; demonstrated ability to work diplomatically managing networks of high-profile organizations and/or individuals
- Excellent interpersonal skills and ability to work collaboratively and effectively with individuals and organizations with diverse backgrounds and perspectives
- Ability to handle multiple projects and competing priorities and adapt to a fluid, high-growth environment
- Demonstrated capacity to successfully manage projects with researchers, think tanks, or other institutional partners, and/or execute high-level policy research independently
- Proven experience leading high performing teams with a positive, inclusive culture
- Comprehensive working knowledge of program planning, organizational structure, budgeting, administrative operations, development activities, and stewardship
- Strong ability to analyze complex data for planning, policy development, and reporting purposes
- Commitment to the values of diversity, inclusiveness, collaboration, transparency, and accountability
- Facility with office technology including Microsoft Excel, Outlook, and Word

Organizational Design

- Reports to Chief Executive Officer
- Overseeing 3-5 staff and supporting contractors
- Salary Range: \$125,000-\$150,000
- Full-time, exempt

Benefits package includes employer-paid health, disability, and life insurance, plus cash allowance for dependents or additional coverage; FSA/HSA & commuter benefits options; contribution to retirement account (5%); and competitive vacation/holiday schedule.

Location

CAFB is operates as an Oakland-based organization in a hybrid work environment. It is expected that this position will share its time between Oakland, Sacramento, and remote work.

To Apply

Please visit the link below to fill out the web form and attach your cover letter and resume where indicated. Applications accepted until position is filled.

Application link: <https://fs10.formsite.com/cafb2/VP-AdvocacyPublicPolicy/index.html>

About CAFB

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. Right now, 8 million Californians are food insecure, nearly double pre-pandemic rates. We're working to change that.

We value diversity and seek to reflect it on our team and how we do business. Our goal is to attract, develop, retain, and promote a talented and diverse workforce in a culture where all employees will contribute to their fullest potential.

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 coworkers.