



## Policy Advocate

The California Association of Food Banks believes that food is a fundamental right. Food is medicine, the fuel for learning, a teacher of cultures, and a convener of communities. Right now, nearly 10 million Californians don't know how or when they will next eat. We're working to change that.

### Position Description:

This position is a key member of the Public Policy department, driving CAFB's anti-hunger efforts and supporting member food banks in all policy and advocacy matters, including planning, implementing and monitoring anti-hunger/anti-poverty education and advocacy campaigns at the local, state and federal levels.

The position is also an opportunity for candidates with a variety of experience and expertise in terms of issues and skills. CAFB advances a broad portfolio of advocacy initiatives to reduce hunger and the root causes of poverty, chief of which are racial inequities that we seek to change through state and federal policy. We envision a team member who can work collaboratively with other team members to stay current on and able to contribute to other priorities as needed and also have the potential to drive a portion of the work based on their background. These could include but are not limited to:

- Federal legislation and appropriations
- State legislation and budget advocacy
- Administrative advocacy such as commenting on proposed rules or regulations
- Information technology in public benefits: user-centered design principles and concepts
- Particular familiarity or expertise in:
  - Food access programs such as CalFresh, school year and summer child nutrition programs, older adult serving programs, etc.
  - Core economic security programs like CalWORKs, SSI, affordable housing
  - Low-income populations such as older adults, women, Black, Indigenous, and all people of color, immigrant communities, and others who experience disproportionate levels of hunger
  - Anti-hunger issues such as social determinants of health/health care systems, food waste, etc.
  - Centering racial equity in policy reform and advocacy

### Duties and Responsibilities:

- Assist in the management and execution of advocacy initiatives as assigned, in collaboration with the Public Policy Department and in partnership with member food banks
  - Activities may include some combination of policy or data research, crafting policy recommendations, creating public or internal facing fact sheets and other

communications materials, public speaking during testimony or other forums, and supporting member food banks in advocating with their elected representatives

- Monitor evolving threats and opportunities to the food safety net, tracking state and federal legislative, budget, and research developments
- Represent CAFB and diverse member food banks within advocacy coalitions
- Liaise with research and advocacy staff at various local and national organizations including the Center on Budget & Policy Priorities, Feeding America and the Food Research and Action Center
  - Maximize use of research findings to support policy and organizational priorities
- Assist in developing and implementing CAFB's annual legislative agenda, and Capitol Action Day. Support CAFB's representation at the state-wide annual Hunger Action Day
- Support food banks in their efforts to educate state legislators about critical public policy issues that affect low-income Californians by creating communication templates, developing talking points, coordinating meetings, etc
- Maintain relationships with appropriate governmental agency and legislative staff
- Assist in the implementation of advocacy strategies with local, state and national partners
- Assist the Development Department in grant writing, reporting, and funder meetings
- Develop content for the website, social media outlets and other external communications
- Other duties as necessary or assigned

**Qualifications:**

- Two or more years of experience working on anti-hunger, anti-poverty, or related issues (see above on types of preferred)
- Excellent written and verbal communication skills
- Fluency in Spanish or other language representing California communities a plus
- Demonstrated judgement with sensitive information and relationship management
- Digital communications, such as social graphics, infographics, or similar collateral preferred
- Policy-relevant research and data analysis
- Experience working with elected officials and/or administrators
- Excellent interpersonal skills, including the ability to work productively with diverse constituent communities as described above, and membership and allied organizations
- Ability to work independently and manage multiple responsibilities
- Problem-solving, analytical, and critical thinking skills

**Personal Attributes:**

- Committed to ending hunger
- Passion, enthusiasm, focus, and creativity around CAFB's vision, mission and values of community, leadership, transparency, and diversity
- Strong interest in and commitment to creating racial and economic equity
- Impeccable integrity and honesty
- Strong work ethic with an orientation towards constant innovation and process improvement
- Innovative self-starter and problem solver with a bias toward action
- Ability to work independently and in a collaborative setting with people of diverse backgrounds and circumstances

**Location:** Our office is located in downtown Oakland; however, we are in a hybrid virtual office environment. Monthly all-staff meetings are in-person, and occasional travel within California and Washington, DC may be required (when state health officials deem it safe).

**Reports to:** Director of Government Relations

**Hours:** 37.5-hour work week, with some evening and weekend work required on occasion.

**Compensation:** \$65,000 - \$75,000 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 filled.

**Application link:** <https://fs10.formsite.com/cafb2/f56ugpk3tf/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 about 30, working mostly on Zoom for the time being and in a classic building in downtown Oakland – conveniently located near the 19<sup>th</sup> Street BART station when it's safe to return. 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 and diverse workforce in a culture where all employees will contribute to their fullest potential.*

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