Director of Strategy

Are you a collaborative visionary who wants to improve the lives of more than 300,000 Alameda County residents? Are you a highly organized strategic thinker, excellent communicator and experienced consensus builder who thrives in a fast-paced environment? Do you want to apply your penchant for process and applied analytics to helping one of the Bay Area’s top non-profits — and a nationally recognized leader in hunger relief — achieve its mission? If so, Alameda County Community Food Bank could be looking for you as our next Director of Strategy!

The Director of Strategy ensures organizational alignment to vision, mission and strategy. This role collaborates with the Leadership Team to establish enterprise goals and provide a framework to support alignment of strategic objectives with operational priorities — ultimately ensuring organizational accountability to our strategic goals. The Director of Strategy provides tools and information to inform organizational resource prioritization and support decision making. Additionally, they ensure that all staff understand the strategic direction of ACCFB and how their role contributes to our success.

The Director of Strategy oversees a team of project managers and specialists dedicated to leading and facilitating some of the organization’s largest and most complex business initiatives to ensure strategic success. Reporting to the Chief Strategy & Partnerships Officer, this role will work closely with senior leadership to identify risks to accomplishment of strategic objectives and provide counsel on organizational capabilities.

Alameda County Community Food Bank has achieved notable success — and is currently responding to an incredible increase in need in our community due to the pandemic and inflation. Even with a passionate network of 420+ agency partners serving more clients — and distributing more food — than ever before, we’ve expanded our services even further to meet the growth in need.

Our organization’s success is built on bold decision-making, a culture of equity and inclusivity, and an environment that embraces innovative thinking to create a healthier, more prosperous and just community for all. With our latest strategic plan, we are setting a bold trajectory for the long-term work required to dismantle the systems that perpetuate poverty, including racism. Our staff regularly engage in conversations about race, class, power and privilege as part of our organizational commitment to equity, diversity and inclusion. Please learn more about our efforts at www.accfb.org.

Knowledge Skills and Abilities

- Minimum 5+ years in an organizational leadership role, including demonstrated success working across multiple teams and functions to plan, implement and evaluate strategic initiatives.
- 5+ years of experience motivating, training, and supervising diverse teams. Experience and comfort managing up and laterally. Comfort having difficult conversations, including giving and receiving feedback.
- Experience leading successful organizational change management initiatives. Able to meet people where they are and bring them along to new ideas, perspectives and approaches.
- Experience leading large projects with $1M+ budgets, many stakeholders, and complex requirements driven by government, regulatory, or funding restrictions to deliver successful, high-impact results.
- Effective and experienced consensus builder; strong ability to support group processes and decision making.
- Experience planning and delivering multi-faceted communication plans to support short and long-term initiatives.
- Highly skilled at collaborative problem-solving, engaging stakeholders to achieve aligned solutions.
- Ability to interact effectively and respectfully with individuals of diverse backgrounds, experiences and personalities; adept at tailoring communication style for a range of audiences and technical abilities.
• Strong interpersonal communication skills; effective listener, writes clearly and informatively. Ability to establish credibility, trust and partnership at all levels of an organization.
• Experience developing training curricula and materials, and facilitating trainings one-on-one and in groups.
• Excellent meeting planning, presentation, and facilitation skills.
• Experience operationalizing equity initiatives. Understands the role of resource allocation as a tool for creating just and equitable organizations and dismantling institutional frameworks rooted in white supremacy.
• Strong computer skills, including expertise with databases and software. Must have the ability to quickly learn and achieve fluency with numerous technology platforms and data sets; able to analyze data and derive actionable strategic insights.
• Strong attention to detail and experience keeping accurate records on complex programs.
• Valid California Driver’s License and an insurable driving record. (Personal vehicle not required.)

PERSONAL ATTRIBUTES AND VALUES
• Passion, enthusiasm, focus, and creativity around Alameda County Community Food Bank’s vision, mission and values of community, leadership, transparency, and diversity.
• 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 towards action
• Ability to work both independently and in a collaborative setting with people of diverse backgrounds/circumstances

PHYSICAL REQUIREMENTS
This role is able to work a partial-remote schedule but requires a minimum of 3 days per week on-site at our 7900 Edgewater Drive facility in Oakland. The in-person work takes place in an open office environment, with a large, attached warehouse. Physical activities necessary in the performance of this job include the ability to: sit at a computer workstation for prolonged periods for up to 5 hours at a time, move throughout the 118,000 sq ft. Food Bank facility in performance of duties, and bend, lift and carry up to 30 lbs. on occasion.

COMPENSATION AND BENEFITS
This is a full-time, exempt position working Monday through Friday, 8:30 a.m. to 5:00 p.m. (7.5 hour workday, 1-hour unpaid lunch). The non-negotiable starting salary is $138,300 per year. We offer an outstanding benefit package including:
• Medical: ACCFB pays 100% for employees and 93% for dependents for our Kaiser HMO. Buy-up options to Blue Shield Platinum or Gold PPO plans are available.
• Dental: 100% employer-paid for employees and their dependents.
• Vision: Paid by employees.
• Paid time off starting at: 10 vacation days, 12 sick days, 11 holidays, and four paid early closures annually.
• Pre-tax Flexible Spending and Commuter Accounts.
• Employer-paid life, AD&D & LTD insurance, as well as buy-up options for increased coverage.
• 403(b) plan available on the first day with employer match after one year. Fully vested at three years.
• Employee Assistance Program for employees and dependents.
• Free 1:1 financial coaching and an interest, service fee and credit requirement-free short-term loan program.
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 accfb.org/careers/

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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