



## Vice President of Advocacy and Government Affairs

### Who are we?

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.

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 a 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.

### Our Values:

- **Dedication**—We are committed to ending Hunger in CA, while acknowledging and working to dismantle systems of oppression and injustice that perpetuate food insecurity.
- **Inclusion**—We value the diverse and intersectional voices, cultures, and experiences of our colleagues and of our state.
- **Collaboration**—We work with and support each other, our member food banks, partners, and the CA community.
- **Transparency**—We cultivate trust between each other and among our stakeholders through transparency.
- **Accountability**—We take ownership of our successes and mistakes, encouraging vulnerability and asking for help.

### What are we looking for?

CAFB seeks an exceptional and inspirational executive leader to lead the organization's Policies & Advocacy function. The Vice President of Advocacy is responsible for planning, outcomes, and evaluating the impact of the California Association of Food Bank's advocacy work. ***This position is directly responsible for advancing a public policy agenda that secures food and food resources for member food banks, seeks to end the cycles of poverty that perpetuate hunger in the first place, and aligns the Association's research strategy, external communications, and member engagement to advance this agenda.*** This position is a critical member of the

Association's Strategy Team, helping to lead a strong organizational culture. They provide their team mentoring, guidance, supervision, and professional development.

The expected salary range for this role is \$122,000-\$180,000. We're eager to engage with all qualified candidates and consideration will be provided to experience and skill level.

**What success looks like:**

The ideal candidate will have experience leading anti-hunger and/or anti-poverty advocacy in Congress, with the USDA, and/or in the state of California; familiarity with advancing anti-hunger priorities with federal commodity and food assistance programs (CalFresh/SNAP, TEFAP, etc.). Candidates should have experience in and managing research design and analysis to develop public policy solutions; managing administrative and legislative advocacy to support developed public policy solutions.

**What is needed (Required Qualifications):**

- Master's degree in public administration, public policy, or social services preferred; or 8+ years of comparable work experience in nonprofit organizations leading an advocacy program of similar scope.

**What you'll bring to the table (Preferred Qualifications):**

- Experience in and managing research design and analysis to develop public policy solutions; managing administrative and legislative advocacy to support developed public policy solutions
- Experience working with executive leadership and boards of directors
- Impactful spokesperson in the media, philanthropic forums, and with key advocacy partners
- Commitment to ending hunger; preference will be given for lived experience associated with services/programs in alignment with our mission.
- Experience working with interested-based trade associations and/or membership organizations
- 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

**Location**

Based in Oakland with a hybrid work option. This position is expected to spend its time between Oakland, Sacramento, remote work, and other travel. 50%+ travel required between the home office and Oakland/Sacramento, conference attendance, speaking engagements, and events in Washington, DC, California, and throughout the US.

**To Apply**

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

**Application link:** <https://fs10.formsite.com/cafb2/icsrsdozcd/index>

*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.*