

POSITION PROFILE

# President & CEO

Food Bank of Contra Costa and Solano

Concord, CA



# ABOUT THE FOOD BANK OF CONTRA COSTA AND SOLANO

The Food Bank of Contra Costa and Solano (FBCCS) is one of the nation's premier organizations in the fight to end hunger, in partnership with the community and in service of their neighbors.

Founded in 1975, FBCCS is a critical resource, serving 1 in 5 residents in the local communities. Through their partnership with Feeding America, FBCCS distributes nutritious food through a network of over 260 partners and nonprofits, serving over 400,000 people every month. FBCCS also strategically engages in advocacy work to raise awareness and mobilize support to end hunger and are recognized as one of Feeding America's Hall of Fame honor roll members for excellence in advocacy.

During times of crisis, FBCCS serves as second responders and Feeding America's disaster relief hub for the West Coast. They provide emergency food access in communities impacted by natural disasters and crises in 16 additional Northern California counties.





With 97 cents of every \$1 donated going toward food distribution, FBCCS is committed to financial transparency and consistently earns Charity Navigator's highest four-star rating. FBCCS is in an excellent financial position with a strong balance sheet coming out of COVID.

In 2022, FBCCS distributed over 34 million pounds of food; 60% of that food is fresh produce, proteins, and dairy. FBCCS also has a deeply committed volunteer base, with more than 6,700 volunteers annually.

As FBCCS looks to its next chapter, it is committed to advancing innovative initiatives to address the root causes of hunger throughout the community. FBCCS is focused on building programs and collaborations with partners focused on serving vulnerable populations using education, advocacy, and nutritious food. As the need for FBCCS's services continues to grow, the work of FBCCS has never been more clear and important.

**For more information on the Food Bank of Contra Costa and Solano:**

- [Visit the FBCCS website](#)
- [Read the 2022 impact report](#)



# THE OPPORTUNITY

FBCCS is seeking a dynamic and deeply dedicated President & CEO to take the helm of a vibrant, healthy, and highly respected organization, leading its advancement and evolution in its next chapter and beyond.

The President & CEO will be the leader and chief spokesperson for the Food Bank. They will have responsibility for FBCCS's programs, fundraising, operations, and staff.

Reporting directly to the Board, the President & CEO will oversee the annual operating budget of ~\$33M+ and a talented staff of 125+, including five direct reports (Vice President of Development and Communications; Vice President of Finance; Vice President of Programs; Vice President of Operations, and Human Resources Director).



## Key responsibilities for the President & CEO include:

- Acting as the chief spokesperson for the organization, cultivating strong relationships with major donors, corporate and foundation sponsors, clients, stakeholders, volunteers, and with local and state officials;
- Maintaining a high level of visibility, both internally and externally, to promote the organization's mission, to gain necessary resources and support, and to understand the needs of the community;
- Leading and empowering the staff by leveraging a collaborative culture;
- Effectively partnering and supporting FBCCS's senior leaders on the implementation of key program areas;
- Communicating regularly and openly with the Board and other constituents;
- Leading the ongoing operations of the organization, including staff development, programs, logistics, and facilities;
- Providing oversight for the financial affairs of the organization; monitoring the budget and expenditures;
- In partnership with the Board, leading the development and implementation of strategic plans;
- Advancing a culture of diversity, equity, and inclusion across all organizational efforts; and
- Fostering effective strategic alliances with other food banks, partner agencies, and Feeding America, utilizing the Feeding America network to advance the work of FBCCS.



# CANDIDATE PROFILE

The President & CEO of FBCCS will possess the following attributes and competencies:

## RELATIONSHIP BUILDING, COLLABORATION, AND COMMUNICATION

The President & CEO will be skilled at building effective relationships across a range of stakeholders. With a high level of emotional intelligence, they will be approachable and able to build productive and fulfilling relationships with the Board, staff, and community partners, among others. With thoughtful and open communication skills, the President & CEO will be a strong facilitator, communicator, and collaborator who is skilled at listening to and learning from diverse constituents. They will be skilled at developing a powerful sense of shared purpose in others. The President & CEO will partner and nurture collaborations with staff, agencies, funders, donors, businesses/corporations, volunteers, and the general public to inspire them to support and engage in the work of ending hunger.

## AN AMBASSADOR AND FUNDRAISER

The President & CEO will be an inspirational and charismatic leader who will serve as the chief 'Ambassador' for FBCCS. An articulate, informed, and passionate public speaker, they will represent FBCCS in the local community and beyond and will be considered a leader in the nonprofit arena. The President & CEO will be effective at conveying FBCCS's mission and vision and generating additional support. They will be an energetic fundraiser and asset developer who will fully embrace this aspect of the role. The President & CEO will bring a creative and entrepreneurial approach to revenue generation, enabling FBCCS to access previously untapped support.

## LEADERSHIP AND MANAGEMENT

The President & CEO will have a track record of success in organizational management and servant leadership. They will have an authentic, supportive, and appreciative style. They will be experienced with operations and finance and will be a proven leader in staff development and Board relations. The President & CEO will engender trust in the staff through a transparent and collaborative management style, focused on developing capacity, accountability, and innovation throughout the organization. The President & CEO demonstrate honesty, sincerity, vulnerability, humility, and respect for individuals while modeling organizational values.



## STRATEGIC THINKING AND INNOVATIVE LEADERSHIP

The President & CEO will be a strategic, visionary, and results-oriented leader who will articulate and implement a plan for FBCCS's next chapter. They will provide focused, long-term direction, and offer creative ideas to amplify FBCCS's impact. They will bring an understanding of the complexity of the issue of food insecurity and demonstrate the capacity to analyze, synthesize, and integrate information to effectively identify and solve problems. The President & CEO will lead FBCCS through a decisive, visionary, and analytical lens, with the ability to move flexibly within conflict and ambiguity. They will be effective at using FBCCS's platform to deepen impact locally and across the region and will possess a basic understanding of the legislative process and advocacy.

## A COMMITMENT TO THE FBCCS COMMUNITY AND A PASSION FOR THE MISSION

The President & CEO will be a champion of food security and providing services to those most in need. They will demonstrate and communicate passion for the organization's core mission and will inspire others. This leader will understand, and have a deep appreciation for, the diverse communities FBCCS serves and a commitment to build positive and productive relationships across a broad spectrum. The President & CEO will embody the values embedded within FBCCS's mission, programs, and work in the broader community. They will be a leader of unquestioned integrity, ethics, and values; someone who can be trusted without reservation.





# COMPENSATION & BENEFITS

Salary is competitive and commensurate with experience. The salary range for this role is \$250,000-\$270,000, with an annual performance-based bonus up to 10% of the salary, and a generous benefits package. More information about the benefits can be found by visiting the [FBCCS careers page](#).

# APPLICATION AND TIMELINE

Please submit a letter of interest and resume.

The application deadline is September 30, 2023, and applications received by that date will be given priority, but we will continue to accept applications until the position is filled. Zoom interviews with the Koya team will take place through late September. Zoom and in-person interviews with the FBCCS Search Committee will take place through October and we anticipate making an offer in November.





# CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Alex Corvin, Karen Yetman Rea, and Nikki Lynch of Koya Partners have been exclusively retained for this search. To express interest in this role please submit your materials by [filling out our Talent Profile](#) or email Alex, Karen, and Nikki directly at [FBCCSCEO@koyapartners.com](mailto:FBCCSCEO@koyapartners.com). All inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email [NonprofitSearchOps@divsearch.com](mailto:NonprofitSearchOps@divsearch.com). If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

FBCCS is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

## ABOUT KOYA PARTNERS

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

Learn more about how we can help you with your search on the [Koya Partners website](#).