



## CAFB Job Posting: Research & Data Program Manager

The California Association of Food Banks believes that food is more than just nourishment. Food is medicine, it is fuel for learning, it is a teacher of cultures, a convener of communities, and most of all, food is a fundamental right. And right now, 8 million Californians don't know where their next meal will come from. We are on a mission to change that.

We are proud to amplify the voices of food banks and of hungry Californians in our statehouse and country's Capitol, in the offices of foundations and corporations, on farms and in fields, and everywhere in between. We help drive public policies that enhance the safety net. We ensure that fresh produce and healthy proteins are accessible to all Californians. We connect hungry residents with nutrition programs. And of course, we support our 41 member food banks in their work to feed communities throughout our state.

Strategic and timely communication is core to the work of the California Association of Food Banks. As a statewide anti-hunger organization, we bring awareness to the pervasiveness of food insecurity throughout our state, educate about nutrition programs, activate around the policies impacting the nutrition safety net, and elevate the essential role food banks play in our society. As a membership organization, we make sure that food banks have the tools and resources they need to do what they do best: feed our communities.

### 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.

### The Team

The Department of Research and Strategic Initiatives was created to improve the availability and use of data and evidence in food banking and policy advocacy. We partner with member food banks, community organizations, academic institutions, and others to identify important research questions, identify high-quality data sources and studies, and conduct rigorous research. This department also develops and evaluates pilot initiatives aimed at improving food access and equity across the state.

Reporting to the Director of Research and Strategic Initiatives, the Research and Data Program Manager will be responsible for expanding CAFB's research portfolio by overseeing a variety of projects related to research and evaluation, and for building research capacity across our food bank network. The Manager will collaborate closely with the department director, student interns, and colleagues across CAFB. In addition, the Manager will have an active and visible role in engaging with member food banks, community groups, and external research partners.

### What You'll Do



- Manage multiple research projects of various size and scope, such as needs assessments, program evaluations, policy analyses, implementation studies, and other research aimed at estimating needs and measuring impact.
- Design and lead initiatives to improve the availability, collection, and use of food security and service data to support research and evaluation.
- Collaborate with internal and external partners, including member food banks, community-based organizations, and research institutions, to identify and address food access barriers, especially in key underserved communities across California.
- Assist in the development of tools and approaches to compile, visualize, and analyze geospatial data on economic indicators of food insecurity.
- Support the coordination and facilitation of a Community Advisory Board; integrate the Board's recommendations into CAFB's research agenda and activities.
- Communicate research activities and findings for diverse audiences through blog posts, policy briefs, fact sheets, research manuscripts, and other written materials; present at discussion groups, conferences, member events, webinars, and other events.
- Contribute to grant applications, project proposals, and other activities to help increase funding and support for CAFB research.
- Proactively explore new initiatives, partnerships, and collaborations that advance CAFB's mission of ending hunger in California.

## What You'll Bring

### Required:

- At least 5-8 years of research and/or project management experience, including demonstrated experience managing complex and multi-phase projects, preferably in a non-profit, social service, or academic setting.
- Bachelor's degree in a human services-related field, or equivalent credential or experience.
- Solid background in social science research methods, including qualitative, quantitative, and mixed methods and how and when to apply them. Experience with all phases of research, including data collection, analysis, interpretation, and translation of findings. Familiarity with survey methods, observational and quasi-experimental designs, and implementation research.
- Understanding of the role that structural racism and other systems of oppression play in creating poverty and food insecurity; dedication to addressing upstream and root causes of hunger.
- Working knowledge of federal nutrition programs such as CalFresh (SNAP), WIC, school breakfast and lunch, etc.
- Expertise in one or more data analysis software programs, such as R, Stata, SAS, SPSS, Microsoft Excel, Atlas.ti, Dedoose, Qualtrics, etc.
- Exceptional written and verbal communication skills.
- Ability to work both independently and as part of teams, collaborate effectively with diverse stakeholders, problem-solve, and adapt to rapidly changing situations.

### Preferred:

- Advanced degree or certification in research, public health, public policy, social work, etc., or equivalent experience.
- Experience with Salesforce, Tableau, ArcGIS, or other data management and/or visualization software.



- Prior work, volunteer, and/or lived experience with food assistance programs, including food bank-related services (i.e., direct distributions, food pantries, meal programs).
- Advanced skills in facilitation, network analysis, power mapping, and/or community-engaged participatory research principles.
- Specialized knowledge in one or more topics related to the food assistance or social service safety net in California, such as SB 1383, Medi-Cal Community Supports, CalFresh Healthy Living, Double Up Food Bucks, or other health and anti-hunger initiatives.

Reports to: Director of Research and Strategic Initiatives

#### Employment Type

- This is a Full-Time, Exempt position with a standard 37.5-hour workweek.
- Based in Oakland, CA, with a hybrid work approach open to working remotely 2-3 days per week with Wednesdays required on-site.
- The salary range is \$68,606 - \$92,820 annually, depending on experience. Benefits include generous employer-paid health, dental, and vision; retirement program; life insurance; and PTO.

Location: Our downtown Oakland headquarters are in a classic building near the 19th Street BART station. Both the building and the office are ADA-accessible.

#### About CAFB

The California Association of Food Banks believes that food is a fundamental right. Food is medicine, 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. We aim 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 co-workers.

To Apply: please visit <https://apply.workable.com/cafoodbanks/j/3CB27478D7/>. Applications are accepted until the position is filled.