



Data Architect

Are you looking to apply your Data Architect skills towards a great cause? Do you have experience designing and developing data architectures that can support an entire organization? Do you also enjoy collaborate with other members of the organization to understand their objectives and building sustainable solutions? If so, the Alameda County Community Food Bank may be looking for you for the newly created Data Architect role.

Position Summary

The Data Architect will play a central role in designing, developing, deploying and supporting a data infrastructure that will allow ACCFB to analyze data across silos, provide new business intelligence tools to staff, support continuous learning & innovation, and create a data culture in support of data democratization.

The organization has various data analytic tools and the early stages of a data warehouse. These tools and systems, however, are not keeping pace with advances in business intelligence or the organization's needs. The Data Architect will be a dedicated resource focusing on our enterprise data to allow us to fully develop a data warehouse, democratization of data to support self-service analytics, promote data informed decision making and potentially bring in new technologies such as data lakes and machine learning.

About ACCFB:

Alameda County Community Food Bank has achieved notable success in recent years — and is currently responding to an incredible increase in need in our community due to the pandemic and recession. 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, justice and inclusion. Please learn more about our efforts at www.accfb.org.

Essential Duties and Responsibilities

Assessment

- Catalog and inventory the current enterprise data repositories, analytic tools and related tech stacks

- Gain understanding of organizations reporting and analytic needs through interviews and collaboration with internal stakeholders

- Lead assessments to consider potential new data systems, vendors, and tools

Data Strategy & Architecture Design

- Designs and Develops data architecture frameworks to support the organizations objectives

- Develop strategies and propose solutions to expand and enhance the data architecture for organization

- Recommend tools and systems that support our objectives in balance with budget constraints and right-sized appropriately for sustainability

- Partner with Director of IT to develop a long-term roadmap for data enabling strategies

Platform Modernization & Integration

- Provide enhancements to existing data infrastructure to optimize the use of current tools

- Build and configure a modern data stack to reduced data silos, enables cross-platform analysis and provides tools to data consumers

- Create systems and processes that support a diversity of technical capabilities and organizational needs

- Support organization efforts to integrated systems, identify single source of truth, improve data normalization and promote cross-system data consistency

Support and Maintenance

- Provide Training and Support assistance to users of the data analytics infrastructure

- Create documentation for data users and SOP to support its growth and development

- Provide maintenance and ongoing enhancements to systems

Collaboration and Partnerships

- Lead a cross-departmental data user group responsible for reviewing data system changes, advancing data quality and governance practices, and supporting the ongoing development of organization-wide business intelligence.

- Partner with the Data team to build and promote a robust business intelligence ecosystem that democratizes data and promotes data driven decisions.

Collaborate with IT leadership to develop, support and implement strategic plans aligned with data analytics and business intelligence

Data Governance & Security

Champion best practices in data architecture, including data governance, quality, and security

Partner with IT Team and data owners to promote the safeguard of our enterprise data

Conduct audits of data systems and repositories to ensure access is provisions to protect food bank data assets

Proven ability in managing access to and be responsible for protecting confidential financial information

Superb judgment; ability to handle confidential information with great sensitivity

Ability to maintain confidentiality of sensitive Food Bank data along with the ability to establish credibility, trust and partnership at all levels of an organization

Essential duties of the role may change and adapt over time as the organization defines and builds a new data ecosystem.

All other duties as assigned.

Knowledge Skills and Abilities

Bachelor's degree or master's Degree in a relevant field or equivalent professional experience.

7 or more years of professional experience in data architect or data engineering as a primary function of position.

At least 3 years of experience designing data strategies and building enterprise data systems.

Hands on experience working with enterprise systems, their data structures, and relationships to business operations.

Proven expertise with SQL, ETL/ETL, data normalization, semantic layers, data modeling, data warehouses, and data lakes.

Working knowledge of data security standards, including PCI and HIPAA.

Deep understanding of the databases, data warehouses, data lakes, and related analytics tools.

Exceptional analytical skills and attention to detail.

Ability to communicate complex technical information to a non-technical audience, translating and adapting presentations to promote understanding.

Ability to work and interact well with individuals (staff, volunteers, and participants) from a variety of socioeconomic backgrounds in a culturally diverse environment.

Ability to develop and maintain collaborative and professional relationships.

Ability to prioritize and handle multiple assignments in a high-demand environment.

Preferred Qualifications

Experience with Microsoft Dynamics NAV/BC365 ERP, SQL Server, and Jet Analytics DWH.

Experience with Salesforce CRM ecosystem and Data Cloud.

Experience with Tableau, Jet Reports, ESRI, R and other analytics tools.

Working knowledge of system and data integration tools.

Excellent written and verbal communication skills.

Experience in a nonprofit environment with a variety of stakeholders and deeply rooted community values.

The food bank does not have the capacity to sponsor visa applications.

Personal Attributes and Values

Passion, enthusiasm, focus, and creativity around Alameda County Community Food Bank's vision, mission and values of community, leadership, transparency, innovation, and diversity.

Commitment to human-centered social and racial justice work and a desire to make an impact in our community and beyond.

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

Physical Requirements

Physical activities necessary in the performance of this job include the abilities to: Sit at a computer workstation for up to five hours at a time, move throughout the 118,000 sq ft. Food Bank facility in performance of duties; bend, lift and carry up to 30 lbs. on occasion; including walking, bending, stopping, and squatting; communicate in clear speaking voice in person, before large groups and over the phone; interpret instructions and questions when asked; operate computer equipment.

Compensation and Benefits

This is a full-time, exempt position working 37.5 hours per week. This is a full-time, non-exempt position working Monday through Friday, 8:30 a.m. to 5:00 p.m. (7.5 hour workday, 1 hour unpaid lunch). This role is able to work a partial-remote schedule but requires a minimum of two (2) days per week on-site at our 7900 Edgewater Drive facility in Oakland. Additional days onsite, up to five days a week, will be required during the orientation/introductory period and as needed. The non-negotiable starting salary is \$142,000.00 per year.

This position is not represented by Labor Union OPIE Local 29.

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, 13 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.
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If you meet these qualifications and want to join our mission, please send 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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