

JUST FOOD seeks an EXECUTIVE DIRECTOR

deadline to apply: April 17, 2017

Just Food's vision is a racially-equitable, economically just, community-led, environmentally sustainable and healthy food system for all. For more than 20 years, Just Food has connected New York City residents of all economic backgrounds with local, sustainable food and the farmers who grow it.

Just Food's current goal is to increase the quantity of fresh, locally grown produce available in high priority communities through community-run programs. It accomplishes this by training and supporting communities to start and lead programs that distribute fresh food grown by local, sustainable growers directly to community members through farmers' markets, Community Supported Agriculture groups (CSA), and food pantries. Just Food prioritizes its work to focus on supporting communities that are low-income, have been historically marginalized, and are primarily of color.

Just Food seeks an Executive Director with demonstrated commitment to social, economic, and racial equity and the skills, passion, and initiative to increase the organization's impact. The Executive Director will be tasked with leadership and oversight of the newly adopted strategic goals, creating a culture of operational excellence, managing and supporting a dedicated staff, ensuring the financial sustainability of the organization, and cultivating relationships with the communities that support and the communities that are served by Just Food, as well as the funders and boards.

We are looking for someone with experience in who is passionate about making sure communities have access to healthy food on their terms. Our ideal candidate will have and the confidence and context to take Just Food into a new future. Experience in turn-around situations would be an asset, but is not required.

Strategic Opportunities and Challenges

Just Food has recently undertaken a strategic planning process to identify a path forward, and is looking for an energetic, charismatic leader who loves building organizations, is passionate about supporting community-driven efforts to combat inequity, and is committed to growing impact. Just Food has narrowed its activities to focus on the areas of highest impact, and for the next two years has committed to a goal of doubling the quantity of fresh food distributed directly from local growers in the South Bronx and East Brooklyn through projects that are initiated and led by those communities.

Historically, Just Food led the way in numerous innovations in the food system—resulting in an early track record of attracting a wide range of funders and supporters. Over time, however, innovation has slowed, and various other parties have stepped in, taken on, and scaled similar interventions. Even so—more work remains, many communities and individuals in NYC still lack affordable, fresh food options; particularly models that facilitate direct relationships with sustainable growers and that are led by the communities they serve. Just Food has an opportunity to reinvigorate its track record of innovation in order to meet these challenges.

Experience and Qualifications

The Executive Director will be thoroughly committed to Just Food's vision, mission, and approach. All candidates should have proven leadership, coaching, and relationship management experience. Concrete demonstrable experience and other qualifications include:

- At least 5 years of senior management experience; track record of effectively leading outcomes-based programs;
- Strong social justice orientation with an understanding of and commitment to food justice; experience with racial equity work and/or related training strongly preferred;
- Experience working with and developing programs in communities that are low-income and historically marginalized;
- Passion, idealism, integrity, positive attitude, mission-driven, and self-directed;
- Unwavering commitment to quality programs and demonstrated ability to use different types of

data effectively to evaluate programs.

Desired Credentials

- Fiscal management sensibilities to ensure financial health of the agency
- Demonstrated success in developing and executing fundraising strategies; ideal candidate will possess experience securing funding through most or all of the following channels: private foundations, major donors, corporate grants, and government funding;
- Strong understanding of marketing and public relations functions with the skills to engage a wide range of stakeholders and cultures;
- Excellence in organizational management with the ability to coach staff, manage, and develop high performing teams;
- Strong written and verbal communication skills; a persuasive and passionate communicator with excellent interpersonal and multidisciplinary project skills.

For further information on Just Food and this position, please visit our website at justfood.org.

To apply for this position, please submit a cover letter and resume to: EDSearch@justfood.org by April 17th.

As an Equal Opportunity Employer, Just Food is committed to creating a workplace that respects and values diversity of cultural, ethnic and experiential backgrounds. We strongly encourage candidates who represent the communities we serve, including but not limited to people of color, individuals with strong grassroots and community leadership experience, differently-abled people, and people of all sexual orientations and gender identities to apply.