



Title:	Executive Director
Status:	Regular, full time, exempt position
Salary:	\$140,000 - \$160,000 annually DOE, plus excellent benefits

Position Announcement

About Us

Food for Lane County has a 39-year history of working to end hunger in Lane County by providing access to food. FFLC has an annual budget of \$20 million (of which \$11 million is in-kind food) with roughly 80 staff and 2,500 volunteers. We are a passionate group of people, dedicated to our mission, who support our community and believe strongly in providing living wage jobs to our employees.

The years of Covid have brought an unprecedented need for our services, and we have grown accordingly. A recently completed five-year \$10 million capital campaign has shown us the high level of community support for the services we provide.

Since our founding in 1984, we've grown to distribute over 8 million pounds of healthy food every year to individuals and families throughout Lane County. We support the dignity of those we serve and are dedicated to finding creative solutions to hunger in our community. FFLC is proud to be a leader in food banking. We've created innovative programs that are now used nationwide and, working in close collaboration with 160 partner agencies, we are driven to achieve our goal of eliminating hunger in Lane County.

The Opportunity

After four very successful years, our Executive Director (ED) is retiring and we are looking for his successor. FFLC is seeking a dynamic and collaborative ED who is excited to join our highly committed team and build on our strong financial position, wide community support, and central role in food banking to confront rising food insecurity. The new ED should bring a deep commitment to the mission, services, and the values that drive our work, an understanding of the community needs we meet, and an appreciation for the diverse population we serve. Our ED should be inclusive, welcoming, respectful and recognize our program participants as neighbors, not numbers. The job is exciting, rewarding and different every day, requiring an individual who is a strategic thinker, resourceful and adaptable.

FFLC's next ED should be enthusiastic to assume a considerable external focus. As the public face of FFLC, the new ED will be a skilled communicator (Spanish speaking a plus) who will further build the visibility of our organization, nurture and expand an extensive variety of community partnerships, and play an active role in fund development efforts in order to grow our finances and service capacity and delivery.

The Ideal Candidate – Experience and Capacities

FFLC is seeking an Executive Director with the following profile.

- **Mission-Driven Leadership.** Passionately committed to FFLC's mission of reducing hunger by engaging our community to create access to food, with a deep interest in understanding and supporting our client population. Strong emotional intelligence, compassion, humility, humor and the ability to inspire and mobilize others. Strategic and resourceful, with a proven ability to face the unexpected calmly and respond effectively, the openness and creativity to envision new strategies for overcoming hunger, and the leadership to turn vision into action.
- **Nonprofit and Organizational Experience.** Proven experience to lead a complex organization in a way that inspires, motivates and elevates staff and board. A track record of working effectively with a board of directors. Experience needed to shape and deliver on FFLC's strategic directions, and to capably oversee services, operations, and systems (financial, human resources, data, facilities, etc.). Demonstrated ability to delegate to others, listen and support, build trust and problem solve, and nurture a high-performing team and organizational culture.
- **External Focus.** A skilled communicator who is energized to be the public face of FFLC, and to nurture and build relationships with funders, partners, and community leaders. Our new ED will help raise the visibility of FFLC and the urgency of our mission, as well as the profile of partner organizations and importance of collaboration. This ED will have the proven ability to work closely with the board and development staff to personally cultivate and steward donor relationships, and to inspire increasing support for the organization.
- **Diversity, Equity, Inclusion and Belonging.** The depth of knowledge and experience needed to effectively promote a more diverse, equitable, and inclusive organization – that reflects respect and understanding of our team and the populations we serve. Motivated to use the position of ED to further FFLC's efforts to foster DEI within the organization and how we serve the community, and to nurture and lead staff and board in these efforts.

To Apply

If this sounds like a position that is a fit for your skills, qualities and hopes for a meaningful career, please submit the following by **Sunday, May 14, 2023:**

1. A cover letter that demonstrates how your experience and skills are a good fit for this position, and what about this opportunity most interests you.
2. A complete chronological resume.
3. Also, please tell us how you heard about this opportunity.

Please send your application **as a PDF** via email to: FFLCsearch@pagetwopartners.com, attention: Executive Director Search Committee. We will acknowledge receipt of your application, and all inquiries will be handled confidentially.

For the [Executive Director job description](#), follow the link or visit www.foodforlanecounty.org.

Equal Opportunity Employer

Food for Lane County is an Equal Opportunity Employer and encourages applications from people of color, immigrants, LGBTQ people, women, and people with disabilities. The board and staff believe they can meet the organization's mission only with a diverse board and staff who actively cultivate a culture of equity and belonging.