



**05/01/22**

## **ANNOUNCEMENT**

The Community Food Bank of Southern Arizona (CFB) seeks a community-centered, inclusive, collaborative leader to serve as our next Chief Executive Officer (CEO).

## **MISSION & ORGANIZATION**

The mission of the Community Food Bank of Southern Arizona is to change lives in the communities we serve by feeding the hungry today, and building a healthy, hunger-free tomorrow.

The CFB responds to the root causes of hunger, and seeks to restore dignity, health, opportunity and hope to people living in poverty.

The CFB was founded in 1975. The organization is governed by a Board of Directors from a diverse range of backgrounds and experience who bring important perspectives to the guidance of our work. The annual budget is \$22 million excluding in-kind food and \$115 million including in-kind food. The staff of 168 employees includes the following who report directly to the CEO and constitute the leadership team: Chief Finance & Administration Officer (CFAO), Chief Development Officer (CDO), Chief Programs and Operations Officer (CPO), and Chief Impact Officer (CIO).

The CFB programs include emergency food assistance, free meals, a farmers' market, community gardens, nutrition education, culinary training, support for local growers and food systems, advocacy, and more. The CFB serves five counties in Southern Arizona: Cochise, Graham, Pima, Greenlee, and Santa Cruz in partnership with 385 agency partners. The CFB seeks to distribute 40-50 million pounds of food annually. The CFB emphasizes client choice in food selections including: diabetic food boxes, fresh fruits and vegetables, meat, and an ever-growing variety of nutritious food.

CFB's service area is situated on the lands of multiple indigenous sovereign nations. Systemic legacies of inequity and disenfranchisement show up in the work of CFB. The majority of people seeking emergency food assistance are people of color or other marginalized people. CFB's programming prioritizes greater community participation in solutions. Arizona's food insecurity rate is around 12% and has been for the last 50 years. CFB looks to reduce that rate.

Because ending hunger and supporting healthy, thriving communities takes more than distributing food, the CFB engages in advocacy and public policy work, including: providing training, encouraging community leaders, and building collective power to influence policies that will advance the CFB's mission in the community.



The CFB is beginning a 5-year strategic plan focusing on allocating its resources to communities facing higher marginalization and food insecurity, reducing food insecurity rates, increasing community development initiatives, and establishing meaningful indicators of mission success.

The CFB is a proud member of Feeding America, a nationwide network of food banks and hunger relief organizations. A national leader in the food security and food justice movements, in 2018 CFB was named Food Bank of the Year by Feeding America.

More information about the programs and services of the CFB may be found at [www.communityfoodbank.org](http://www.communityfoodbank.org).

## **POSITION PROFILE**

The CEO of the CFB:

- Establishes the CFB as a collaborative leader in the anti-hunger and food justice movements.
- Works in partnership with diverse clients, staff, Board of Directors, donors, government agencies, volunteers, and partner agencies to ensure the fulfillment of the CFB mission in accordance with the organization's values: respect, integrity, accountability, collaboration, excellence, innovation, and social justice.
- Advocates for feeding the hungry today and building a healthy, hunger-free tomorrow.
- Focuses on equity in both process and outcomes. Examines all issues and decisions with an equity lens and is deliberately inclusive in leadership and decision-making.
- Works in partnership and collaboration with the Board of Directors and the community to set the organization's strategic vision and direction, establish short- and long-range goals, and to ensure the CFB has the resources needed to get there.
- Serves as the chief spokesperson for the CFB and builds relationships with community members, partner agencies, policy makers, government agencies, funders, donors, and the media in order to grow community support for the mission.
- Stewards the health of the organization in the following key areas working in tandem with the leadership team: programs, finance, fund development, operations, mission impact, human resources, and support departments.

## **CORE COMPETENCIES**

The ideal candidate for this position will be a community-centered, collaborative, inclusive leader who is passionate about the mission of the CFB and has a track record of work in food banking, food insecurity, social and economic justice or



similar experience. Strong candidates will have experience and skills in many of the following areas:

- Budget management and financial acumen, preferably at least \$20 million (\$115 million including in-kind food)
- Strategic planning
- Internal and external communications
- Fundraising and donor relations
- Partnership and relationship building
- Social justice advocacy
- People leadership
- Lived experience of hunger or poverty
- Experience working with historically marginalized groups

### **COMPENSATION**

Salary range: \$200,000-\$240,000 plus a robust benefit package including retirement; short-term disability; dental, health and life insurance programs; paid flexible leave, holidays, and sick leave; and the potential for an annual bonus.

### **APPLY**

Inquiries may be directed to Laura Alexander, Alexander|Carrillo Consulting, at 520.405.6145 or [laura@do-good-better.com](mailto:laura@do-good-better.com). To apply, please submit your resume and cover letter here:

<https://jobs.smartrecruiters.com/JoyfulJobs/743999823755049-chief-executive-officer>

***Position is open until filled, but to ensure your consideration, apply by June 10, 2022.***

### **About Tucson, Arizona**

With mountain ranges on all sides and 350 sunny days a year, Tucson is a beautiful place to live, work, play, and enjoy the unique Sonoran Desert. Tucson is also the first North American city to be designated a UNESCO City of Gastronomy and boasts the best 23 continuous miles of Mexican food in the U.S. Among many other highlights, Tucson is only 66 miles from Mexico, has an international airport, and is home to the University of Arizona. To learn more about why Tucson is a great place to relocate, visit: <https://www.visittucson.org/> or <https://connecttucson.com/why-tucson/>.