Meal Exchange is looking for our new Executive Director!

About Meal Exchange:

Meal Exchange represents Canada’s student food movement, working to ignite a network of changemakers in creating long-term change towards a more just, inclusive, resilient food system.

Since 1993, Meal Exchange has inspired a generation of young Canadians to lead meaningful change. We have built the civic capacity of Canadian post-secondary students by engaging them to take action on issues intersecting with food on their campuses, and in their communities. By equipping students to advocate for equitable access to food and changes to the Canadian food system, Meal Exchange is building the leadership capacity of Canada’s future leaders, while also having a meaningful impact on Canadians’ access to good, sustainable, healthy food.

The Opportunity:

Meal Exchange is entering a new season of growth as we anticipate where the next 5-10 years will take us. We’re seeing an uptake in our programming on campuses and are looking to harness that energy with a more robust chapter network. The organization is in a healthy financial position and we have been investing in diversifying our financing model, including adding fee-for-service programming and working to bring in a new group of core supporters. With a national food policy around the corner and other post-secondary provincial policies emerging, we are working to further centre student voices and leadership. With these changes in programming and funding opportunities comes a need to make sure that our past and present network understands and feels a part of this evolution. We’re looking for a visionary leader who’s ready to dream with us and work together to build the strategy, resources, and momentum we need to make this dream a reality.

The Position:

In broad terms, the Executive Director will lead:

- Organizational strategy and ensuring all organizational pieces (programming, development, partnerships, human resources, operations) support this strategy. As the Board’s official link to the operating organization, the Executive Director is accountable to the Board for all organizational performance and exercises all authority transmitted to the organization by the Board. The ED will be responsible for reporting to the Board on all aspects of the organization as well as on the board’s fiduciary and legal responsibilities.

- Fundraising development and relationship management. The ED will be responsible for focusing and growing our partnerships, individual/major gifts, event-based fundraising, government relations, and sponsorship relationships. They will implement the next steps of our fundraising plan that will diversify revenue streams and bring in new partnerships to scale the work.
● Financial planning and responsibility. The ED creates and responsibly manages annual budgets to adequately provide for the programs and the organization. They will foster good internal controls, accountability, and stewardship.

● Team and program management. The ED leads the national Meal Exchange team with vision and clarity. They must ensure the organizational structure and related staffing requirements reflect organizational priorities, programs, and budgets. They are committed to creating a positive, healthy work environment that encourages all employees to take initiative, support each other, and strive to their potential.

● Evaluation strategy and knowledge mobilization. The ED ensures that the organization develops robust performance measures to support program priorities and collects appropriate metrics to track it's progress to share with stakeholders in compelling ways.

● Communications strategy. The ED is responsible for framing Meal Exchange’s impact and the strength of the student food movement to partners, funders, policymakers, stakeholders, and public. They act as the chief staff spokesperson for the organization with the media, government agencies, relevant community groups and others.

**The Ideal Candidate:**

You’re entrepreneurial. You believe in the potential of the student food movement, and that you can build an organization that is the backbone of this movement. You love being on the edge of innovation and can see when something just needs a little tweak. You have as much ambition as pragmatism, and are as creative as you are strategic.

You’re a strong communicator who is excited to help us tell our story – and tell it again and again – to develop relationships with the students, partners, and funders that we need to scale our impact across the country.

You think in systems and thrive in complexity. You know that transformative change is possible and that you can engage people to achieve it. You understand emergence and help others find confidence in moments of uncertainty.

You focus on experience. You know that how we feel working to create change is essential to our ability to achieve it. You’re genuine, and you make sure that the culture of the teams you work with is too. You value play, learning, celebration, openness, and vulnerability.

You’re a leader, but you don’t want to go it alone. You’re ready to trust and rely on our staff team of sector experts on development, strategy, and partnerships. You’re excited to collaborate with our peers and stakeholders, including those in the campus, corporate, and community contexts.
Key competencies:
- Significant experience in organizational leadership and management
- Excellent written and verbal communication skills, for interpersonal, team-building, and external contexts
- Demonstrated excellence in creating a positive, collaborative workplace culture and managing staff to their potential
- Strong administrative, planning, human resources and financial management experience gained through senior management positions
- Demonstrated track record of engaging with stakeholders and team members with diverse backgrounds
- Strong government relations and community relations/outreach skills with the ability to form effective working partnerships
- Experience in working with a board of directors, and experience managing change at the staff, organizational and board level
- Impact-driven business and fundraising experience
- Confidence and experience in strategy development, implementation, and evaluation
- In-depth knowledge of the post-secondary and charitable sector; including experience supporting student leadership highly desired
- Knowledge and experience in food-related issues, food justice, and social innovation highly desired
- Familiarity with legal and statutory requirements for Canadian registered charities
- Bilingualism an asset

Experience required: Minimum 6-8 years of progressive management experience, some in a non-profit setting.

Location: Based out of Toronto, with national travel.

Position Type: Salaried full-time.

Compensation: Commensurate with experience.

Start Date: Flexible, preferred end of January 2019

Application process: Applications considered on a rolling basis. Interviews will begin the week of January 7, 2019. Only candidates chosen for an interview will be contacted.

Meal Exchange is committed to employment equity initiatives, and to having a team that reflects the diversity of the issues and communities we work with. We welcome a wide range of experiences and viewpoints that applicants may bring, including those based on race, ethnicity, sexual orientation, gender identity and expression, ability, age and religion. We welcome both lived and academic experience, and encourage applicants to note this in their application. In our inclusive workplace, everyone is assured the right of equitable, fair, and respectful treatment.

Applications should be sent as a single attachment (combining resume and cover letter) to Rahul Raj, Chair of the Board of Directors of Meal Exchange Board, at board@mealexchange.com. If you have any questions about the application process, please direct them to this address.

For more information about Meal Exchange visit www.mealexchange.com.