JOB ANNOUNCEMENT

Executive Director

The Los Angeles Food Policy Council (LAFPC) is seeking a seasoned, ambitious and accomplished professional, familiar with food policy, to lead our organization as Executive Director.

ORGANIZATIONAL SUMMARY

The mission of the Los Angeles Food Policy Council (LAFPC) is to make food healthy, affordable, sustainable and fair for all. We work to create a local food system free from hunger, rooted in equity and access, supportive of farmers and food workers, and guided by principles of environmental stewardship and regeneration. We believe all communities deserve access to good food, grown with respect to people and the planet.

Established as a project of the Office of Mayor Antonio Villaraigosa in 2011, LAFPC is now an independent non-profit organization. Our approach to achieving Good Food For All is to catalyze, coordinate and connect people from farm to fork, including government, business and community, to collaborate on food policy and systems change. Inspired by the collective impact model, LAFPC guides a network of over 400 organizations and over 6,000 engaged practitioners and advocates through Working Groups, public Network events and a 28-member Leadership Circle of executive food leaders. LAFPC advances policy campaigns and projects on food access and food security, urban and sustainable agriculture, food entrepreneurship, street food, farmers markets, institutional procurement, school gardens, and food waste. We also operate a small business development program called the Healthy Neighborhood Market Network in partnership with the City of Los Angeles.

LAFPC is a fiscally-sponsored project of Community Partners with a nearly $1M budget, 8 full-time staff, 3 part-time staff, a 5-member Executive Board and a 28-member advisory Leadership Circle. LAFPC prioritizes racial equity and improving outcomes for the most impacted communities in our food system, specifically low-income communities, workers and people of color. We have established practices and standards for equity, diversity and inclusivity within our programs to ensure we are driving toward equitable outcomes in our
work, and the most impacted stakeholder feels empowered to engage and contribute in a meaningful and dignified way.

**KEY AREAS OF RESPONSIBILITY**

The Executive Director will offer a wealth of expertise in executive-level leadership, has experience in the management of teams with diverse backgrounds and skill sets, and a strong capacity to implement systems that support streamlined operations and open communication. Additionally, the Executive Director is expected to have active connections in philanthropy, experience in building a robust individual donor base - including growing high net-wealth donor networks, adept at building cross-sector partnerships, and managing relationships with government officials.

LAFPC cultivates a diverse stakeholder network and offers strategic guidance to align the priorities of our network toward the goal of collective impact and systemic change. In addition to non-profit management experience, strong candidates for the Executive Director position will have experience managing networks or coalitions, a proven track record of policy and systems change, and building capacity of individuals, teams and coalitions.

**Fund Development & Fiscal Oversight**

Maximize the long-term financial health of the organization by driving robust budgeting and forecasting, fiduciary oversight, strategies for cultivating a reserve, and grant management and reporting in partnership with staff.

- Ensure fiscal controls and monitoring in accordance with the protocols of LAFPC’s fiscal sponsor, Community Partners, including monthly financial analysis
- Grow sustainable funding sources for core operating expenses and administrative staff
- Catalyze funding stream diversification, including, for example:
  - Build relationships with new local, regional, and national foundations, and strengthen current relationships with foundations to administer deeper financial support and multi-year funded initiatives
  - Grow individual and high net wealth donor networks (i.e. donor advised funds, donor drives & individual campaigns, etc)
  - Explore corporate giving strategies (i.e. corporate foundations, matching gifts, corporate social responsibility initiatives)
  - Diversify target program funding channels (currently food access, business development, leadership development)
- Develop strategies for income generation (i.e consulting, etc)
Strategic Goals & Evaluation

- Develop, execute, communicate and guide staff on the organization’s strategic goals and build models that demonstrate tangible impact; develop complementary language to efficiently communicate LAFPC’s multifaceted impact.
- Guide and supervise staff on effective implementation of programs and policy initiatives, and thoughtful navigation of partnerships.
- Develop robust systems of program and impact evaluation: delineate program objectives in measurable terms, identify key indicators of success, outline data collection and analysis activities, and connect program objectives to the mission and growth strategy of the organization.
- Provide leadership to local, statewide or national leadership as strategically aligned.
- Lead as necessary strategic initiatives or partnerships for policy and programs.
- Maintain current and develop new strategic partnerships across sectors that connect community health, economy, food access, rural and urban planning, including but not limited to government, community based organizations, community development organizations, and private industry.
- Ensure that LAFPC’s equity lens continues to be the foundation of LAFPC’s work, partnerships, and organizational culture.

Human Resources & Culture Cultivation

- Supervise staff at all levels; analyze current human resource management systems and implement improvements as necessary in regards to: hiring, training and development, supervision and evaluation, and ongoing communication.
- Cultivate and steward an organizational culture of respect, trust, and transparency.
- Supervise staff in executing the strategic objectives of the organization, and building systems of accountability among staff members.
- Lead staff in building and maintaining a positive work environment and ethical practices.
- Set and communicate clear and viable professional development goals for staff members.

Advisory and Executive Board Governance

- Lead monthly Board meetings and communicate with the Board to provide, in a timely and accurate manner, all information necessary for the Board to function properly, make informed decisions, and provide legal and fiduciary oversight.
- Provide the Board with a proposed annual budget and monthly financial statements, which accurately reflect the financial position of the organization.
- Lead quarterly meetings of the Leadership Circle, a 28-member advisory body of executive food leaders reflective of the Los Angeles regional food system, to effectively coordinate cross-sector efforts and build leadership capacity.
- Ensure Board members are fulfilling Board commitments on an annual basis.
- Participate with the Board on board development and recruitment.
QUALIFICATIONS

- Authentic connection to and/or investment in LAFPC mission and vision
- Demonstrable experience working for social, economic or racial equity and justice
- Minimum of 10 years management experience; including 6 years leading initiatives or programs; experience leading small and/or mid-sized organizations preferred
- Robust experience in resource development and fundraising; strong and active networks in philanthropy; demonstrated success in non-profit fundraising
- Experience with local, state, and federal agencies -- managing grants & executing contracts, fostering relationships with relevant agencies (public health departments, economic development agency, urban planning, etc.), successfully navigating political and policy environments
- Action oriented; pragmatic visionary with capacity to develop strategic goals and clear and actionable plan to execute those goals
- Experience managing teams of diverse professionals and familiarity with best practices in personnel management and organizational culture
- Past experience with “on the ground” program / project implementation, community organizing and policy advocacy is a plus
- Deep substantive knowledge of food policy, food systems and food justice is preferred
- Bilingual Spanish speaker ideal but not required

As a project of Community Partners, LAFPC is an equal opportunity employer: LGBTQ, people of color, and women are encouraged to apply. This is a full time, exempt position with full benefits (health, dental, and vision), competitive vacation policy, and 403b with employer match. Salary range: $90K - 100K (DOE). Please forward a cover letter, resume and three references to: lafpc.ed@goodfoodla.org. We encourage interested applicants to submit materials by January 31, 2020. The position will remain open until filled.