

## Food Equity Director

### About Mandela Partners

Mandela Partners (MP) is a non-profit, community development corporation that works in partnership with local residents, family farmers, and community-based businesses to improve health, create wealth, and build assets through food enterprises. MP has a \$3.4 MM budget and an 18-year history working with limited resource neighborhoods throughout the East Bay, and consists of a 16 staff members and a 7-member Board.

### About the Position

Mandela Partners (MP) is seeking a dynamic Food Equity Director to oversee our suite of food access and wellness programming. The Director plays a key role as a member of MP's leadership team by translating community priorities into the growth of its ecosystemic program model, and ensures that programs align with MP's strategic vision and operate within the approved budget. The Director oversees a team of five program leads and reports to the Executive Director. They will also work closely with the Fund Development and Communications Director to support fundraising, and regularly communicate with grant program officers.

### Primary Responsibilities

- **Program Strategy and Evaluation:** Sets annual program goals, objectives, and impact metrics with teams and individual staff members; Tracks and evaluates program outcomes to inform immediate and long-term strategy; Oversees implementation of programs to advance the organization's mission; Reviews financial projections and identifies funding gaps and opportunities; Ensures fiscal oversight with MP's Finance Director.
- **Food Hub Sales Channel Development:** Sets annual revenue goals for MP's in-house food hub, Mandela Produce Distribution (MPD); Develops customer outreach and sales strategy to increase percentage of food hub operating expenses that are covered by produce sales revenue; Identifies capacity-building resources and partnerships that connect MPD to high-volume and consistent sales channel opportunities.
- **Team Stewardship:** Oversees hiring, evaluation, capacity building, and leadership development of all department staff; Creates results-based and clearly defined career growth pathways; Maintains accountability to goals and organizational and team values.
- **Partnership Building:** Cultivates relationships with City and County agencies, community-based organizations, local residents, and funders to facilitate program expansion and impact; Represents Mandela Partners at partner meetings and speaking engagements; Vets program partnership inquiries with Food Equity department staff.
- **Fund Development and Field Building:** Supports Fund Development and Communications Director with identifying additional program resources and funding, developing grant proposal goals, objectives, and budgets, and engaging donors; Serves as MP representative for statewide and national fund collaboratives, including Equitable Food Oriented Development and The People's Land Fund.
- **Policy and Landscape Assessment:** Monitors and tracks policy developments at City and County level and provides guidance on local research and data analysis; Identifies opportunities to advance policies that resource MP's programs, partners, and constituents.

## Who You Are + Keys to Success:

- **Attentive, empathetic relationship-builder:** Able to connect with people in an authentic way, especially when there are lines of difference. Listens closely to understand needs or concerns, and takes steps based on that input. Maintains strong, collaborative working relationships with a diverse team, and does so with a positive attitude towards helping others. Excited to represent both Mandela Partners and Mandela Produce Distribution to a wide variety of stakeholders.
- **Manages a high volume of work with efficiency:** Has, or can create, a system for keeping tasks from slipping through the cracks. Skilled at prioritizing and setting boundaries so that you can focus on each project with clarity and a sense of accomplishment. Plans backwards to make deadlines. Asks for help when needed. Able to integrate work and personal life with attention to your self-care, so that your work schedule is not depleting. Finds ways to feel restored and rejuvenated so that you can best contribute to our organizational goals and mission.
- **Clear, precise, and compassionate communication:** Speaks confidently on behalf of the organization, and advocates for and with community members. Communicates well with others, including sharing context and asking questions to understand others' perspectives. Gets back to people in a timely manner. Takes pride in providing clear, helpful information.
- **Attention to detail:** Notices and fixes errors that others might overlook. Acknowledges mistakes and turns them into learning opportunities. Has a track record of leaving things better than they found them.

## Preferred Qualifications

- Minimum of 4-7 years mid- to senior-level management, including experience leading diverse teams with an equitable and results-driven lens.
- Demonstrated skills in nonprofit program development / evaluation and project management; Past experience with on-the-ground program / project implementation in limited-resource communities of color.
- Passion for community-based solutions to food-based health and wealth challenges in communities of color.
- Bilingual Spanish, Arabic, Cantonese, or Vietnamese strongly preferred

## Salary and Benefits

This is a full-time exempt position with a starting salary range of \$90,000 - \$100,000 depending on experience, and includes the following benefits: 7 days of paid vacation with progressive increases in year two and year three, 1 week off between Christmas Eve and New Years Day, 1 week off the week of Juneteenth, 10 paid holidays, and 12 sick days during the first year of employment, and health/dental/vision benefits. Employees are eligible for 403b plan enrollment immediately. Partial to majority remote work may be considered, depending on location, but local East Bay candidates preferred.

Mandela Partners is an equal opportunity employer: LGBTQ, people of color, women and lifelong Oakland and unincorporated Alameda County residents are encouraged to apply.

## How to Apply

Please submit a resume and cover letter to [ciara@mandelapartners.org](mailto:ciara@mandelapartners.org) with "Food Equity Director" in the email subject line. Applications will be reviewed on a rolling basis until the position is filled. Projected start date is January 2023.