



FEEST JOB OPPORTUNITY: EXECUTIVE DIRECTOR

Priority Deadline: Open until filled but applications received before **February 11th 2019** will be prioritized.

Please submit cover letter, resume and three references to:

Email: jobs@feestseattle.org

Subject: Executive Director Position (FULL NAME)

No calls please.

FEEST is an Equal Opportunity Employer. People of color, queer, gay, lesbian and/or bisexual people, transgender, genderqueer and/or non-binary folks are encouraged to apply. Work is performed in an office environment. Some heavy lifting and physical labor is required during special events. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this job.

Our Mission: FEEST's mission is to set the table for young people to transform the health and equity of their communities by gathering around food and working toward systemic change.

FEEST (Food Empowerment Education & Sustainability Team) organizes low income high school youth and youth of color in Southwest and Southeast Seattle to become leaders for food justice and health equity. Our unique model is rooted in the value that systemic change must occur hand-in-hand with culture shift work, and that young people most impacted by institutional oppression must be at the center of creating schools that are healthy, thriving spaces for all. Our goal is to create a food justice movement that is grounded in racial justice, radical joy and youth power.

What we are looking for:

FEEST is searching for a **fierce, visionary**, and skilled Executive Director (ED) with on-the-ground **grassroots organizing** experience, a **strong equity lens**, and extensive knowledge of the strengths and abilities of **young people of color in South King County**. Our new Executive Director will be a dynamic, creative, heart-centered, culturally-engaged, and empathic leader with the capacity to envision and strategically plan for the future direction of the organization. The ideal candidate will have the capacity to authentically partner with young people to execute their vision for healthy schools while integrating FEEST's ongoing work to improve our collective health, shift power, and invest in solutions from those most impacted by systemic oppression. The ED fosters a culture of collaborative accountability and transparency across the organization and has a strong ability to cultivate radical joy, build an inclusive and vibrant community, and inspire action.



MAJOR JOB RESPONSIBILITIES:

Team Management

- Cultivate and sustain the organizing strategy of the organization, aligned with the strategic plan and collective vision of youth leaders; strategy will include, but not limited to shifting power through organizing and cultural work in (4) South King County Public Schools as well as influencing and impacting public policy through collective action.
- Supervise the Organizing Director to support the leadership and decision-making among community members; develop and lead grassroots, school-based community organizing campaigns; and build overall culture shifting and movement-building strategy(s).
- Work closely with (7) FTE staff members to align the strategic plan with internal growth; directly supervise (2) FTE Director positions.

Fundraising and External Relations

- Establish and maintain in collaboration with Development Director a relevant and strategic fundraising plan; develop a culture of fundraising and further integrate fundraising with community organizing; responsible for budget oversight and oversee all grant writing.
- Seek out and nurture relationships with potential and current major financial supporters to ensure the overall success of the fundraising plan; this includes; one on one major donor requests, email correspondence, community relationship building and leading on institutional funders: foundation and government (county) contracts.
- Guide the maintenance and development of effective communications, public relations, and fund development strategies with staff and other stakeholders.
- Serve as the chief spokesperson and storyteller for the organization for media, events, and other public forums.
- Maintain and develop high-level local, and regional partnerships and collaborations with organizations, school districts, public agencies, coalitions, advocacy partners and other key stakeholders.
- Work to shift public policy through regional advocacy; collaborate with local organizations, represent and participate in local coalitions, build cross-sector partnerships to further the vision and movement of FEEST youth-leaders.

Governance

- Serve as primary liaison to the Board of Directors and broader membership base.
- Facilitate governance process in creating and developing effective policy.
- Develop long-term strategic planning with the board, youth, staff and other stakeholders.
- Evaluate and communicate the impact of FEEST's work in relation to specified goals and objectives.
- Work closely with key staff and board members in the development and recommendation of the organization's budget.
- Support ongoing board professional development within and outside the organization, which includes supporting and encouraging board members to strengthen skills in fundraising, financial management, and practices around racial and social justice.



Administration

- Serve as the chief executive and chief financial officer, overseeing all day-to-day administration of the organization with Development & Organizing Director.
- Hire, orient, supervise, and train lead staff, especially program and director level staff; evaluate staff at least annually in the performance of their duties.
- Maintain human resource (HR) practices that promote a productive workplace.
- Provide financial oversight and ensure the implementation and development of strong internal controls; develop budgets and monitor all expenses, reimbursements and human resource requests.
- Support the development, implementation, and maintenance of efficient operational systems and processes, including; HR policies, performance reviews, database upkeep, etc.

DESIRED QUALIFICATIONS:

Organizing + Movement Building + Commitment to Equity & Justice

- Minimum 2 years of experience (paid or volunteer) leading or participating in a community, political, or union organizing campaign. This can include: base building, one on one recruitment, coalition building, campaign development, intentional leadership development and creating creative tactics alongside member leaders.
- Unapologetically rooted in social justice and equity and a lived commitment to apply racial, gender and economic justice lenses in both personal and workplace context.
- Experience in, or a demonstrated commitment to, integrating the creative-making process, culture, food justice and community driven policy and systems change and at all levels of the organization.
- Experience working with racially and economically diverse individuals and communities, including working class, immigrant/refugees, communities of color, and LGBTQ+ populations.
- Local roots or extensive knowledge of the challenges and strengths of communities of color face in South King County and the surrounding neighborhoods & region.

Powerful Leadership

- Demonstrated leadership experience (paid or volunteer) supervising staff, interns and/or volunteers and mentoring youth leaders.
- Demonstrated commitment to supporting the leadership of young people of color, youth from immigrant families, and youth from low income backgrounds; and a willingness to engage youth leaders in decision-making and ability to take leadership from young people themselves.
- Experience in leadership (formal or informal) with a courageous and creative spirit; and the background and skills to deliver on the vision for [FEEST's strategic plan](#).
- Proven ability to be a strategic thinker with foresight, capacity and experience to understand and balance complex and community needs; demonstrate the ability to diagnose critical areas for attention, and implement clear, action-oriented, innovative strategies that address challenges with thoughtful, relational, effective solutions that generate broad support.



- Agile in complex situations and capable of providing stability when faced with quickly-changing circumstances, the Executive Director will possess the ability to challenge the status quo yet honor the wisdom and history of staff, youth and community stakeholders.
- Possesses the ability to cultivate a work culture that honors and uplifts the intersections of all identities.
- Understands systemic and interpersonal power dynamics and possesses the willingness to engage in complex conversations with humility, self-awareness and accountability.
- Established comfort with various fundraising and communications channels and ability or willingness to engage with all of FEEST's constituents, including; individuals donors, foundations, community leaders, and other supporters; other responsibilities include doing public 'asks' at large fundraising events and supporting the development of grant proposals.

Programming and Partnerships

- Knowledge and experience developing youth power through campaign strategies (school-based, community, etc.); ability to hold the overall vision and guidance for youth programming including; organizing strategy, curriculum development, programs, logistics, promotion, outreach and evaluation.
- Strong ability to advocate and develop high level local, and regional partnerships and collaborations with organizations, school districts, public agencies, coalitions, advocacy partners and other key stakeholders.
- Represent FEEST programs and membership base to public agencies, organizations and the general public
- Proven ease with public speaking and ability to serve as the chief spokesperson and storyteller for the organization.

Additional Information

Applications will be accepted thru **February 11th 2019** we aim to have a new Executive Director start by early April but start date is negotiable.

- Salary range: \$70-80k annually with room to grow, Full time
- We provide full medical benefits, generous paid time off and access to professional development each year
- Access to a vehicle is *highly recommended*. White Center is not very accessible by transit and the area we work in is large. The ED will be traveling to meetings across town frequently.