



Position Title: Director of Food Equity

Location: Portland, OR

Posting Date: November 12th, 2018

Application Deadline: December 3, 2018

Anticipated Start Date: February 11, 2018

Who we are

Ecotrust is powered by the vision of a world where people and nature thrive together. Since 1991, we have partnered with local communities from California to Alaska to build new ways of living and doing business. From forestry to finance, food access to green building, we work to advance social equity, economic opportunity, and environmental well-being. Together, we are making this place we live a home that we love. Learn more at ecotrust.org.

What we're looking for

Ecotrust seeks a new core member of our Food & Farms team to develop and drive forward food equity initiatives, manage our farm to institution body of work, develop staff, and oversee team operations. Joining the team at a time of transition and opportunity, the Director of Food Equity will report to and work hand in hand with the Vice President of Food & Farms to shape the strategic vision for the future of our food work, bringing fresh eyes to our farm to institution initiatives, and leading the program team in visioning and executing a stronger racial equity impact. The Director of Food Equity will be responsible for the operational success of the Food & Farms program, setting the vision and tone for team culture, management, and development, providing leadership around issues of food justice and access, stewarding programmatic resources, and ensuring strong program delivery and evaluation.

This is a full-time position covering the Pacific Northwest, based out of Portland or Seattle, and requires moderate travel.

Who you are

You are a highly skilled, strategic, and collaborative program leader, focused on impact, and grounded in social justice. You have outstanding project management skills and demonstrated success with program fundraising and grant-writing. You bring a deep personal commitment and a professional record developing and implementing equity initiatives with a focus on outcomes. You have integrity and a high degree of emotional intelligence and enjoy and excel at developing people and teams. You are self-directed, flexible, strategic, and committed to bringing out the best in the people you work with. You have a commitment and a passion for Ecotrust's mission.

Equity at the center

Ecotrust holds a deep commitment to equity and inclusion as core principles integral to the work we do. As we add new members across all levels of the organization, we seek diverse perspectives that will help focus our priorities and fill key gaps in our networks. On the Food & Farms team, we seek to transform regional food systems by advancing equity outcomes across the region and engaging in meaningful and effective community partnerships.

Primary Responsibilities

The Director of Food Equity will help drive systemic change in our farm to institution and urban food system work. The Director performs a wide range of duties including, but not limited to, the following:

Defines and moves food equity initiatives forward

- Provides leadership and vision to center racial equity and social justice in Ecotrust's Food & Farms programmatic work to create a more equitable, restorative, prosperous and delicious regional food system
- Helps build an ecosystem of partners and collaborators focused on food access, food justice, food sovereignty, urban food systems, tribal food systems, anchor institutions, health outcomes, food culture, food education, and community development.
- Leads, collaborates and executes - develops, fundraises for, implements, and evaluates new and evolving initiatives related to food equity; focuses on outcomes, builds internal capacity, and helps educate and motivate the team

Manages all aspects of Ecotrust's farm to institution body of work

- Further refines overall impact, and helps embed a focus on inclusion and social justice, to existing programmatic initiatives, including regional food procurement and farm to school advocacy
- Provides oversight to the NW Food Buyers' Alliance (NWFBA) and to the Local Institutional Food Team (LIFT), networks co-convened by Ecotrust in Portland and Seattle respectively and designed to increase local food purchasing by institutions. Help guide the strategic direction and growth of the networks, execute key events, and evaluate impact
- Brings strong capacity to fundraise for this body of work

Manages program staff and relationships with external partners

- In consultation with the Vice President, works to recruit and retain diverse, well-qualified program staff
- Supervises program staff by providing direction, development coaching, input, and feedback; implements performance management process for program staff
- Contributes to a spirit of trust, accountability, and high morale
- Coordinates relationships and communication with internal staff and external program partners
- Represents Ecotrust in regional and national food networks; occasional public speaking

Oversees program operations with an equity lens

- Works with Vice President to develop new initiatives to support the strategic direction of the Food & Farms program
- Defines and implements long-term goals and objectives to achieve the successful outcome of programmatic initiatives
- Cultivates relationships with funders and develops funding proposals for the program to ensure the successful delivery of services
- Monitors program activities on a regular basis across multiple projects and ensures that program objectives are met

- Creates, monitors, and dynamically adapts budgets, timelines, and project plans in support of programmatic objectives
- Writes reports on the program for management and for funders and communicates with funders as outlined in funding agreements

Qualifications/Transferable Skills

*Transferable skills: any skills gained through education, work experience (including the military) or life experience that are relevant for this position. Be sure to describe any transferable skills in your cover letter and clearly explain how they apply to this position.

Required:

- At least 4 years experience as a senior manager (in community food systems, equity/social justice, urban/food planning, environmental/food policy, nutrition, public health, or other related field) with responsibility for staff supervision, planning, and budgeting
- Lived experience of inequity/oppression and connections to marginalized communities
- Understanding of how systemic inequities contribute to issues of food access/justice
- Demonstrated experience with equity, diversity, and inclusion theory and practice
- Skilled at collaboration, working cooperatively within and across teams, and building relationships with a wide range of stakeholders, especially under represented groups, communities of color, and marginalized communities
- Strong project management and evaluation skills, with experience managing complex, multifaceted projects resulting in measurable successes and program growth
- Experienced grant writer and fundraiser at the programmatic level
- Outstanding interpersonal skills: good listener and thoughtful respondent; positive influencer
- Strength working with a racially diverse staff, managing, developing, and retaining individuals and teams, and empowering them to elevate their levels of responsibility and performance
- Skilled in verbal and written communication, including intercultural communications, with exceptional attention to details
- Proficient with MS Office (Word, Excel, Outlook, PPT) and Google Drive
- Must be willing/able to work occasional evenings and weekends, and travel to meetings or conferences around the state and country as needed

Preferred, but not required:

- Nonprofit experience
- Bilingual and/or multi-cultural
- Diverse networks to enrich our food work

Additional Information

Salary Range: \$75,000 - \$90,000 DOE

This is a full-time position on Ecotrust's Food & Farms Team, based in Portland, Oregon, or remotely in the Seattle metro area. Ecotrust offers a full benefits package including medical and dental insurance, retirement plan, life insurance, and disability coverage. Ecotrust is committed to growth and learning for all staff members and provides relevant developmental training opportunities.

Ecotrust is an Equal Opportunity Employer. We believe that a diverse staff of qualified, highly-skilled, and creative individuals is necessary to achieve the vision and mission of the project. We welcome and encourage applications from candidates who can contribute to the diversity of our workforce across a range of dimensions.

Veterans' Preference: Under Oregon Law, qualifying veterans may apply for veterans' preference for this recruitment. The contact listed on the job announcement must receive all required documentation by the closing date of the recruitment.

Accommodation under the Americans with Disabilities Act: We gladly provide reasonable accommodation to anyone whose specific disability prevents them from completing an application or participating in this recruitment process. Please reach out to the contact above in advance to request assistance.

Learn more about this position: Info session Thursday November 15th @ 10AM

The Food & Farms team is hosting an informational session about this position at Ecotrust on Thursday November 15th at 10am. You can join us live in the Alder Room or call in via conference line to ask questions:

- Click this link to join by computer audio/video: <https://zoom.us/j/821875399>
- Dial this number to join by phone: **(669) 900-6833**
- Meeting ID: **821 875 399**

RSVPs encouraged. Please email avargas@ecotrust.org to let us know if you'll be joining in person or remotely. If you will be unable to join, you may also submit questions to avargas@ecotrust.org ahead of time. We will record the session and post the recording to the Ecotrust website shortly afterwards.

How To Apply:

Please follow these directions closely. Complete an Ecotrust Employment Application form (available above as a PDF or Word Doc) and forward with (1) a cover letter (1 page maximum), (2) your resume, and (3) responses to the two supplemental questions below to jobs@ecotrust.org with this position's title in the subject line by close of business on the day of the application deadline listed above. Your cover letter should clearly explain how your skills, experience, and interests fit this position.

Supplemental questions (please attach responses to your application):

1. Demonstrate your understanding of how systemic inequities contribute to issues of food access/justice. Either describe examples from your own experience (lived or worked), or, if that is not relevant, please describe how you see these issues impacting our region. (250 words max)

2. Share a brief story that demonstrates your ability to collaborate and build relationships with a wide range of stakeholders, especially under represented groups, communities of color, and marginalized communities. (250 words max)

The Selection Process:

1. Initial review of minimum qualifications
2. Supplemental question review
3. Interview (over the phone or video call)
4. Consideration of top candidates (in-person hiring activities)
5. Reference checks