



**Job Opening: Executive Director**

**Santa Ynez, California**

[www.veggierescue.org](http://www.veggierescue.org)

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**Organizational Overview:**

Veggie Rescue is a 501c3 non-profit organization based in Santa Ynez, California. The mission of the organization is to improve the nutrition and quality of life for community members in Santa Barbara County who are struggling with food insecurity by providing them with healthy, local produce and high-quality prepared food, and to work with farmers and local businesses to reduce food waste across our county. To carry out the mission, Veggie Rescue collects fresh fruits, vegetables and prepared food from local farms, farmers markets, backyards and businesses, then delivers food directly to nonprofit recipient organizations and schools, feeding community members in need.

**Position Overview:**

The Executive Director (ED) will serve as a day-to-day leader of the organization who will guide Veggie Rescue to the next stage of development and sustainability. The ED provides the link between vision and reality, stewarding Veggie Rescue to grow and deepen its direct impact in the community. As a leader of a small organization, the ideal candidate will wear many hats and must be able to multi-task and remain focused on the key priorities. The leader is the public face of Veggie Rescue, and requires professionalism, curiosity, respect and a genuine desire to help feed fellow community members in need. The next leader will be a community builder that is innovative, entrepreneurial and results oriented.

With the partnership of the volunteers, donors, staff and Board of Directors, the Executive Director will develop and implement plans to serve more of Santa Barbara County while maintaining the quality of service to its current partners. The ideal candidate will be excited to take a proven model to help reach its full potential to combat food insecurity and food waste. The Executive Director reports directly to the Board of Directors.

**Major Responsibilities:**

- As the key spokesperson for the organization, the Executive Director will focus on expanding the organizations reach, reputation and access to key players in Santa Barbara County including the Food Action Network and other influential collaborations focused on eliminating food insecurity.
- In partnership with the Board of Directors, the ED will work to take the vision for the organization and translate it into an action plan that will guide the organization through its next phase of growth.



- Responsible for raising and growing the financial resources of the organization through diversifying the funding base from primarily grants to a mix of individual donation, fund raising events and corporate partnerships.
- Directly manage the staff team of 4 to ensure there is a healthy and effective work culture, team collaboration and clear focus on the mission. This includes recruiting, training and evaluating the performance.
- Responsible for recruiting and expanding the volunteer program. This is achieved through ongoing outreach, marketing and recognition of volunteers.
- Must have a commitment to step in and step up into all aspects of the operation required to lead a small community-based nonprofit to success.

#### **Qualifications:**

- Bachelor's degree preferred or 5+ years of experience with a proven track record of success.
- 3+ years of experience required in a leadership role with demonstrated communication and management skills.
- Proven record of fundraising budgets of \$500,000+ including grants.
- Technologically savvy including internet competency and strong computer proficiency.
- Spanish language proficiency preferred, however not required.

#### **Ideal Candidate will have the following Competencies:**

- **Leadership:** Influence, inspire, guide, and direct a project or group of people towards a defined vision or goal.
- **Entrepreneurialism:** Demonstrate comfort with risk- and initiative-taking in order to achieve unique and aggressive goals.
- **Perseverance:** Self-motivated and motivates others to relentlessly pursue the organization's goals, strategies, and mission.
- **Forward Thinking:** Anticipate the implications and consequences of situations and take appropriate action to be prepared for possible contingencies.
- **Professional Judgment:** Envision and consider the possible results or repercussions of a particular action or decision; make the choice that is most appropriate for the situation and in the best interests of the organization.
- **Cross-cultural Sensitivity:** Maintain an awareness of and openness to learn about varied cultures and populations, with an instinct to empathize and learn rather than judge.
- **Emotional intelligence (EQ):** Identify, understand, and read emotions in ways to relieve stress, communicate effectively, empathize with others, overcome challenges, and defuse conflict.
- **Adaptability:** Adjust style and approach according to environment and audience.



- **Building Collaborative Relationships:** Develop, maintain, and strengthen partnerships with others inside or outside the organization who can provide information, assistance, and support.
- **Customer Service Orientation:** Anticipate and respond promptly and professionally to requests and needs from all key stakeholders and set clear expectations while taking other perspectives into account

### Application

Please submit a cover letter, resume and 3 references to [info@veggierescue.org](mailto:info@veggierescue.org)

**EXTENDED:** Deadline to apply is by end of day Sunday, August 30th.