

JOB DESCRIPTION

Job title: Vice President of Impact

Location: Fully Remote

Reports to: Executive Director

Reporting to this position: (1) Program Director; (1) Public Policy Associate; occasional consultants; additional direct-reports expected.

Salaried (Exempt)/Hourly (Nonexempt): Salaried Exempt

Date: February 10, 2024

About Sustainable Agriculture and Food System Funders

Sustainable Agriculture and Food Systems Funders (SAFSF) amplifies the impact of philanthropic and investment communities in support of just and sustainable food and agriculture systems. SAFSF helps funders and investors strengthen connections within the sustainable agriculture and food systems community, foster collaboration with their peers, and build capacity to be more effective in their philanthropy and in their advocacy for change. We convene, educate and organize funders around issues critical to rebuilding community food security and agricultural resilience, and seek to amplify the voice of farm and food systems philanthropy in public policy. SAFSF members are regranteeing organizations, community foundations, corporate and private foundations, approximately 100 organizations in all, operating throughout the U.S. and abroad.

Position Overview

SAFSF is seeking a Vice President of Impact (VPI) to join our executive leadership team. Reporting to the Executive Director, the VPI provides strategic leadership, management, and guidance for SAFSF's external-facing work with members, prospective members, and other relevant stakeholders in philanthropy, impact investing, and sustainable food and agriculture sectors. This individual possesses a strategic framework for how to amplify the impact of philanthropy and impact investment communities to accelerate systems change in food and agriculture, and has a proven track record of leading visionary ideas into execution of initiatives and programs. The Vice President of Impact will provide guidance and accountability for SAFSF's services and programs, and will ensure alignment with the organization's goals and objectives. Currently, specific programs include Communities of Practice, Virtual Programming, various working groups, the Integrated Capital Fibers Fund, the SAFSF Forum, and the organization's policy and advocacy work. The VPI will play an important role in defining strategy, organizational development, and future delivery of services and programs through a strategic planning process in 2024. The VPI plays a significant role in setting the tone for a highly professional, impact-oriented work environment, motivated by a sincere desire for a more equitable and sustainable food system.

Major Responsibilities

- Develop and execute strategies for changemaking aligned to the theory of change, goals, and objectives of the organization, with a focus on initiatives that harness the power of funders toward collective impact.

- In partnership with the Executive Director, set direction and supervise all external-facing programs and activities that engage our members in effective food and agriculture systems change.
- Monitor and analyze issues that impact sustainable agriculture and food systems (including social movements, finance, and policy), relevant philanthropic and impact investment communities, SAFSF current or prospective member organizations, and other strategic networks that inform SAFSF's direction and activities.
- Facilitate and serve as advisor to SAFSF's strategic partnerships and collaborative initiatives to enhance the impact of SAFSF's work.
- Participate as a leading contributor to strategic planning processes, including evaluation of impact.
- Represent SAFSF in a variety of professional settings and communication channels, including public speaking, conferences, and thought leadership forums.
- Contribute to strategy and development of funding proposals and resource development.
- Provide input on external communications to position SAFSF as an impactful thought leader and convener among relevant audiences.
- Provide staff leadership for board committees as needed.
- Lead and motivate direct reports in a manner that demonstrates clear roles and responsibilities, promotes excellent work quality, and provides opportunities for staff to be satisfied and challenged by their jobs.

Core Competencies

- Strategic thinking: Able to keep long-term strategic priorities in view while executing on the immediate and near-term priorities. Must be flexible and innovative in analyzing and responding to internal and external opportunities and threats.
- Strategic Networker: Eager and able to connect, build rapport, and develop effective, values-driven working relationships with individuals who have a wide range of interests and lived experiences. Able to manage, motivate, and facilitate success. Effective in phone, video conference, and in-person meetings, both one-on-one and in groups. Maintains a high level of discretion and confidentiality for both business and personal affairs.
- Project Management: Must be a self-starter who is able to manage multiple projects and responsibilities simultaneously while working within a fast-paced team/collaborative staff environment. Able to anticipate obstacles, assess priorities, identify and involve stakeholders appropriately, and use resources wisely.
- Senior Team Leader: Able to work productively with the Executive Director and Vice President of Operations and Finance, navigate quickly changing conditions, and provide inspiring people leadership to other team members.

Required Skills and Experience

- Minimum 7 - 10 years of relevant professional experience.
- Required 3 years of experience in a senior management role.
- Collaborative and results-oriented team leader.
- Exceptional written and verbal communication skills, including meeting facilitation.
- Demonstrated experience and deep commitment to social justice and racial equity, including experience working in cross-sector partnerships rooted in values of solidarity and equity.

- Familiarity with philanthropy, philanthropy-serving organizations (also called affinity groups), and/or impact investor networks related to food and agriculture.
- Broad understanding of U.S. agriculture and food systems. Specific experience working at the nexus of climate and agriculture, food and racial equity, and Indigenous food systems is a plus.
- Experience developing and managing funding proposals and budgets.
- Experience in strategic planning processes or with development of impact frameworks.
- Demonstrated record of delivering impactful programs and initiatives from inception to execution.

Preferred Skills and Experience

- Experience collaborating with Board members and facilitating multi-stakeholder processes.
- Interest and experience in mentoring, coaching, and developing staff capacity and expertise.
- Familiarity and experience with public policy and advocacy.

Education

BA/BS or equivalent work/life experience

Basic Work Requirements

Fluency in English. Solid professional competence with the Microsoft Office Suite (Word, Excel, PowerPoint), Google Office suite (Docs, Slides, Sheets, Calendar), Zoom and other virtual platforms, as well as email and instant messaging platforms. Ability to work remotely and virtually, including scheduling to accommodate a staff and network distributed across all U.S. time zones. Willingness to travel within the U.S. up to several times per year.

Compensation and Benefits

This is a full-time, exempt, permanent, remote position with a starting salary range \$130,000-\$150,000. SAFSF offers an excellent benefits package, which currently includes automatic (5%) and matching (up to 3%) retirement contributions, medical, vision, dental, and prescription insurance (100% paid by SAFSF for employee), as well as health and fitness, internet, and cell phone reimbursements. Paid time off includes 8 federal holidays plus the day after Thanksgiving, half-day Fridays, office closure the last week of the year (December 25-January 1), accrued personal time, and sick time. SAFSF has an entirely remote workforce.

Application and Hiring Process

All interested applicants must apply online at www.tfaforms.com/5110945 no later than end of day March 3, 2024. Applications will be reviewed on a rolling basis. Applicants will be required to upload:

1. Cover Letter
2. Resume
3. 1-2 samples of professional writing

Interviews will begin in late February to early March with an expected start date for this position in April.

We are committed to transparency and aim to minimize the stress and uncertainty of our application and hiring process. SAFSF seeks to minimize bias and the impact of structural discrimination within our hiring practices. As such, we focus first on relevant work skills and experience, both lived and professional. We are seeking a diverse pool of candidates.

The application form will ask candidates to voluntarily disclose demographic information, **which will not be visible to the members of the hiring committee**. Voluntarily providing demographic information helps SAFSF assess the diversity of our applicant pool throughout the hiring processes.

Applicants who move forward through the hiring process will participate in a combination of a phone and video interview(s) and assessment(s).

Please contact jobs@safsf.org with any questions. We look forward to getting to know you!

Equal Employment Opportunity

SAFSF is a 501(c)(3) public charity that is committed to attracting, developing, and retaining exceptional people, and to creating a work environment that is dynamic, rewarding, and enables each of us to realize our potential. SAFSF's work environment is open to all people, respecting the full spectrum of race, color, religious creed, sex, gender identity, sexual orientation, national origin, political affiliation, ancestry, age, disability, genetic information, veteran status, and all other classifications protected by law in the locality and/or state in which you are working.

SAFSF complies with the Americans with Disabilities Act and corresponding state or local law. If you believe you need an accommodation in order to participate in the application process, please contact jobs@safsf.org.