

GoodCitizen

FoodCorps
Vice President of Policy & Advocacy
Location: Remote within the US

About FoodCorps

FoodCorps partners with schools and communities to nourish kids' health, education, and sense of belonging so that every child, in every school, experiences the joy and power of food. FoodCorps' AmeriCorps members serve alongside educators and school nutrition leaders to provide kids with nourishing meals, food education, and culturally affirming experiences with food that celebrate and nurture the whole child. Building on this direct service, FoodCorps advocates for policy change, grows networks, and develops leaders in service of every kid's health and wellbeing. FoodCorps' goal is that by 2030, every child will have access to food education and nourishing free meals in school!

To learn more about FoodCorps, visit <https://foodcorps.org/>.

The Opportunity

FoodCorps is seeking its first Vice President of Policy and Advocacy to join its Executive Leadership Team to chart the strategic course for FoodCorps' political strategy. FoodCorps has ambitious goals over the next few years. Achieving them requires a special leader with deep expertise and a track record of successful policy changes at the state and federal levels. This Vice President will be the architect of the power and movement building plan FoodCorps needs in this moment to ensure that all 50 million public school children have access to nourishing free meals and food education in school by 2030.

In addition to setting the vision, the Vice President will lead and coach staff responsible for developing and implementing federal and state legislative and administrative campaigns. The Vice President will also build and launch FoodCorps' movement-building apparatus. Leveraging their experience in policy and advocacy campaigns, the Vice President will build the infrastructure required for transformational change within the policy, advocacy, and movement-building team, and across the organization. Externally, the Vice President will work with external stakeholders to advance FoodCorps' policy vision and to inspire a school food movement that is rooted in justice.

Key Responsibilities

The Vice President of Policy and Advocacy's responsibilities include, but are not limited to, the following:

Executive Leadership

- Serve as a thought leader within the policy and advocacy space to provide strategic and operational leadership across essential functions of the organization guided by their assessment of opportunities and vision for FoodCorps' role in policy change with a strong justice orientation.
- Leverage critical thinking skills and bring a big-picture approach to leadership that centers on creative problem-solving and innovation that is actualized through the creation of detailed action plans and clear deliverables.
- Shape an organization-wide culture of policy literacy within a justice framework that supports FoodCorps' Theory of Change and that builds power among leaders of every level to participate in policy and advocacy campaigns.
- Report on policy wins, losses, and trends to the Board of Directors, as requested by the Co-CEOs.
- Collaborate with the philanthropy team to support fundraising efforts, including conveying the vision and impact of the organization's policy and advocacy efforts to potential funders.

Policy Leadership and Strategy Development

- Responsible for the overall performance of the Policy and Advocacy Team, leveraging policy, advocacy, and movement-building expertise, setting future direction, and implementing long-term plans in line with FoodCorps' Policy Vision and Policy Theory of Change and the organization's justice mission.
- Leverage knowledge of government institutions and the broader political context to help mobilize and organize the resources necessary to effectively advance FoodCorps' political strategies.
- Anticipate and monitor shifts in the national policy landscape, while staying abreast of current trends, proposed legislation, and issues related to the school food and education systems.
- Work with the Policy and Advocacy Team to identify opportunities for state policy and/or implementation and to determine which policy improvements can have the greatest impact on expanding access to nourishing free meals and food education to all kids.
- Build the team infrastructure and vision to craft world class advocacy campaigns and position FoodCorps to have an impact across legislative and administrative entities at multiple altitudes (federal, state, local).

- Cultivate and manage toward strong relationships and establish credibility with key community leaders, school food and education system partners, nonprofits, foundations, policymakers, elected officials, and other stakeholders to develop a robust coalition of advocates who will partner to advance FoodCorps' Policy Vision and the movement for food and educational justice.
- Foster an environment in which our school and community partners can share innovative ideas and insights on issues related to food, education, and justice to refine our policy perspective.

Team Leadership and Organizational Culture

- Hire, retain, and develop a team of policy experts responsible for federal government affairs, state-based legislative and administrative campaigns, and advocacy and movement-building campaigns. Ensure individuals and teams have the capacity, authority, and information necessary to fulfill their responsibilities.
- Communicate a compelling vision and strategy to staff to guide annual strategic plans, multi-year campaign development and individual work plans and results.
- Manage and coach a highly effective and diverse team while building a positive culture rooted in justice, transparency, humanity, and learning.
- Model the organization's values and encourage collaborative, transparent communication across the organization.

Ideal Candidate

The ideal candidate is a justice-centered leader and a movement-builder with an unwavering commitment to advancing democracy through child wellbeing by amplifying the voices of, and building power within, BIPOC individuals and communities. The Vice President is unfaltering in their belief in a future where every child's health, education, and sense of belonging is nurtured through their relationship with food. The ideal candidate is a creative problem solver experienced in building strong teams and developing the infrastructure needed to strengthen FoodCorps' policy, advocacy, and movement-building capacity. They embody an intersectional systems perspective to advance policies that progress justice in the food, health, and education systems. The Vice President will have a history of working with a diverse array of local, state, and national partners, developing strategies for engaging key stakeholder groups, and identifying, creating, and executing action plans around new policy opportunities. The ideal candidate builds strong, long-lasting, positive relationships with policymakers, partners, community-leaders, and colleagues, with the ability to listen and learn as much as they share their wisdom and ideas. They have experience navigating significant political shifts and working across party lines.

Additional qualifying factors for the Vice President of Policy and Advocacy include:

- A high degree of cultural competence and emotional intelligence, experience participating in or leading DEI initiatives, and track record of contributing meaningfully to a workplace where equity and inclusion are core values in FoodCorps' internal and external work.
- Relevant professional policy and advocacy experience, including senior leadership experience in school nutrition, child well-being, food justice, or a related space.
- Extensive experience designing and managing U.S.-based advocacy campaigns in the areas of school nutrition, education, child wellbeing, or food justice.
- Demonstrated political skills and media savvy, including a proven track record of effectively navigating complex power dynamics and systems, with a comfort operating in high-stakes, high-profile contexts.
- Experience leading, working in, or with, advocacy organizations such as 501c4s, PACs and Super-PACs, preferred.

Position Compensation, Location, and Work Environment

This is a full-time position. This position is a Vice President role with a starting salary range between \$200,000-\$220,000/year. In addition to generous medical benefits and an annual \$3000 401(k) matching, FoodCorps provides:

Time Away:

Social justice work is both vital and demanding. FoodCorps recognizes this and provides ample time to step away and recharge, including:

- Half-day Fridays
- 5 weeks of accrued time off
- 12 federal holidays (AND your birthday!)
- 2-week winter break a sabbatical policy

Family Planning:

As an organization that supports youth development, our family policies need to match our values. To that end, we offer:

- 16 weeks paid parental leave
- Up to \$7500 in financial support towards adoption fees, surrogacy expenses, contraceptive services, and travel for abortion services

Ongoing Support and Professional Development:

At FoodCorps, we want our people to work in the way that works best for them. We provide:

- \$850 annual home office funds
- Internet bill reimbursement
- Partial cell phone reimbursement
- \$500 annual professional development funds

This position requires flexibility to travel with a minimum of six times a year.

FoodCorps' EEO Statement

People of color, people with disabilities, veterans, and LGBTQ candidates are strongly encouraged to apply. FoodCorps is committed to a diverse workplace, and to supporting our staff with ongoing career development opportunities. FoodCorps is an equal opportunity employer and does not discriminate in its employment decisions. FoodCorps provides reasonable accommodation to applicants and employees as required by law.

Applicants with disabilities may request reasonable accommodation at any point in the employment process.

To Be Considered

Please submit your resume and cover letter expressing your interest in the position and fit for the role via the "[Become a Candidate](#)" button. Letters may be addressed to Kevin Bryant.

Applicants applying by June 3 will be given priority consideration, with the position open until filled.

GoodCitizen has been exclusively retained by FoodCorps to lead this search. For questions, please contact:

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