



POSITION: Chief Executive Officer

REPORTS TO: Board of Directors

LOCATION: Denver, Colorado

Mission

Hunger Free Colorado exists to end hunger in Colorado.

Vision

Nutritious food is understood as a basic human right.

Core Beliefs & Values

Hunger Free Colorado holds the core belief that hunger is solvable, unnecessary and unjust, and it impacts everyone living in Colorado. Our core values are:

- **Nutrition:** We believe that addressing hunger is addressing nutrition.
- **Innovation:** We are committed to looking for the best solutions to end hunger.
- **Partnership:** We can't achieve our vision alone.
- **Community:** We believe that there is power in engaging all voices to end hunger.
- **Equity:** We are committed to ensuring organizational practices that promote equitable inclusion of all people.



What is Hunger Free Colorado?

Hunger Free Colorado, a statewide nonprofit organization, was launched in 2009 from a merger of the Colorado Anti-Hunger Network and the Colorado Food Bank Association.

Hunger Free Colorado brings a unified, statewide voice to the issue and solutions surrounding hunger, with a goal to ensure all Coloradans have access to affordable, healthy, nutritious food.

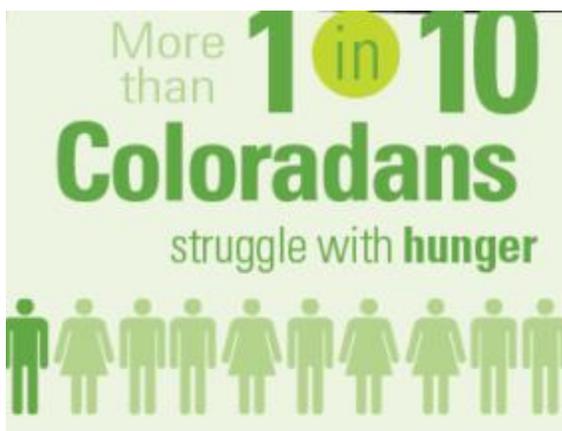
As the state's leading anti-hunger organization, Hunger Free Colorado leverages the power of collaboration, systems change, policy change and social change to end hunger in Colorado. Hunger Free Colorado focuses on systemic and sustainable solutions, but the organization cannot achieve a hunger-free Colorado alone. Collaboration is key in breaking down barriers to food access, supporting thriving communities, and helping Coloradans reach their full potential.

Hunger Free Colorado has a staff of 26 and an annual budget of \$2.7 million. For more information about Hunger Free Colorado's impact please visit: www.hungerfreecolorado.org.



THE OPPORTUNITY

Everyone is at their best when they have enough to eat, but there are factors that make it difficult for Coloradans to afford healthy, nutritious food.



Having enough food supports the foundation for optimal health and well-being. Healthy, nutritious food helps babies develop, gives kids the energy to excel in school, reduces the risk of chronic diseases in adults, and keeps seniors stable and independent. Hunger is a serious and often invisible problem in Colorado, but it is solvable.

Federal nutrition programs, along with state and local counterparts, play an

important role in connecting people of all ages, backgrounds and zip codes to needed food. By working together and supporting people throughout their lives, we can ensure everyone reaches their potential, which benefits all of us.

CANDIDATE PROFILE

Hunger Free Colorado seeks a leader who is passionate about understanding the root causes of food insecurity and is driven to end hunger in Colorado. This leader will work collaboratively with stakeholders, partners, board and staff in a dynamic operating environment and rapidly-changing state to ensure that everyone has access to healthy, nutritious food. This individual will nurture a culture that is grounded in a shared vision, fosters vibrant team work, pursues quality and supports mutual respect.

Key skills and attributes include:

- **Leadership and Vision.** Mission and values driven leader who sets ambitious goals and collaborates with a diverse group of constituents in achieving the organization's results and impact. Nimble and innovative individual who can rapidly assess changing market forces and recalibrate a strategy in a dynamic policy environment. Delivers excellence through personal accountability, motivation and engagement. This individual must embody the highest standards of integrity in advancing the work of Hunger Free Colorado.
- **Collaboration.** Builds strong and sustainable relationships that translate into successful partnerships, community engagement, strategic collaborations and fundraising results. Demonstrates political acumen and comfort with complexity and ambiguity.
- **Fundraising.** As the chief fundraising strategist, supports the development of the organizational plans, systems and metrics necessary to foster a successful culture of philanthropy. Engages board and staff in effective, sustainable fundraising. Understands the dynamics of fundraising and builds lasting relationships with funders and donors to position Hunger Free Colorado for resource diversification and growth. Personally raises money.
- **Advocacy.** Influences policy makers, and policy as a strategic and effective advocate for addressing hunger. Identifies critical constituents from across the political spectrum and engages them in effective, nonpartisan approaches to achieve policy impact. Collaborates with other organizations to achieve policy goals. Remains actively involved in the civic and political environment in the State of Colorado, and nationally building the organization's reputation and visibility. Examines policy solutions through an equity lens.
- **Business Acumen.** Leads creation of strategic, financial and operational plans, ensuring coordination and alignment of all activities, initiatives and programs within Hunger Free Colorado's mission, vision, and values. Runs

a fiscally sustainable organization and brings mission criteria and financial rigor to opportunity assessment. Establishes metrics for performance and measures of success for all facets of the organization's operations. Assesses organizational capacity to implement strategies, identifies gaps in systems and staffing, and develops plans for correction, contingency and succession; anticipates factors accelerating or impacting success.

- **Capacity.** The CEO will continue to build a diverse staff inclusive of many different backgrounds, identities and philosophies, while creating an equitable and inclusive work environment. Works to strengthen and grow the human capital of the organization through ongoing staff development. Builds the bench strength of the organization and creates succession opportunities for staff. Manages, coaches and mentors the executive leadership team.
- **Governance.** Supports the board's development as the strategic, governing body for Hunger Free Colorado. Identifies and develops issues for board review, discussion, input and action. Helps the board maintain an effective nominating process and assists the board with the onboarding of new members. Advocates and supports the board's self-study, performance, evaluation and accountability.
- **Communications.** Elevates Hunger Free Colorado's presence and image in Colorado, regionally and nationally as appropriate. Spokesperson who will serve as Hunger Free Colorado's public face, representing the organization to the media, policy makers, partners and a diverse range of constituents. Demonstrates facility with digital media and has outstanding written and oral communication skills.
- **Integrity.** Maintains stewardship and accountability for the organization's overall operational, ethical, and fiduciary integrity within the guidelines and policies set by the board and applicable laws and/or regulations.

Qualifications

This individual will demonstrate a career path of progressive leadership and management experience in the nonprofit, corporate and/or government sectors. We are seeking a proven leader who has significant experience in growing the capacity and impact of an organization that focuses on complex, systemic issues. The ideal candidate brings creativity, a collaborative style and the ability to build consensus to drive a shared vision for achieving the organization's strategic priorities through well-defined short-and long-term plans.

The ideal candidate has demonstrated the ability to establish and maintain effective and collaborative external relationships with current funders, potential donors and other key leaders in business, government and community-based organizations. This person will be a compelling and credible advocate in written and oral media, both one-on-one and in group settings.

An ability and desire to raise private contributions is necessary, as well as a successful track record in revenue diversification.

The successful candidate must be able to demonstrate the ability to operate effectively within a nonprofit governing environment. A bachelor's degree from an accredited four-year college or university is expected.

To apply, please submit a current resume and letter of introduction on or before Monday, October 8, 2018, to Kittleman & Associates, LLC at <https://www.kittlemansearch.com/hunger-free-colorado/>

Hunger Free Colorado is dedicated to the principles of equal employment opportunity. We prohibit unlawful discrimination against applicants or employees on the basis of age, race, color, sex, religion, national origin, disability, genetic information, or any other status protected by applicable state or local law.