



**Position Announcement:  
President & Chief Executive Officer  
Food Bank of Central & Eastern NC  
Located in: Raleigh, NC**

In-person with some local, regional, and national travel

**PLEASE NOTE:** To receive full consideration for this position, please submit the requested information at <https://armstrongmcguire.applytojob.com/apply/fmXN02tBf3/Chief-Executive-Officer-Food-Bank-Of-Central-Eastern-North-Carolina>

## **The Opportunity**

The President and Chief Executive Officer (CEO) position is an opportunity for an experienced servant leader to join a large, complex nonprofit organization with significant governance and fiduciary responsibility, a 34-county service area, and over 200 staff. The President and Chief Executive Officer (CEO) position is an opportunity to join a mission-focused team that helps families and individuals in need by solving hunger together with our community.

The CEO will work collaboratively with the Board of Directors and leadership team to deliver on the Food Bank's mission to nourish people, build solutions, and empower communities. They will ensure that the Food Bank's fiscal, operations, fundraising, marketing, human resource, technology, and programmatic strategies are effectively and sustainably implemented across the organization. The President & CEO will identify and influence connectivity between all Food Bank branches and external constituencies.

The successful candidate will join a dedicated team and work closely with the Food Bank Board to chart a course for the future, building upon the organization's history and expertise. This visionary leader will drive innovation, oversee operations, cultivate a values-driven organizational culture, and strategically position the Food Bank for sustained impact for generations to come.

As a key ambassador for the Food Bank, the CEO will play a crucial role in community engagement, representing the organization throughout the region and beyond. This is a chance to lead a respected nonprofit, contribute to the well-being of the community, and be a catalyst for positive change in food access and community health in North Carolina and beyond.

## **The Ideal Candidate Profile**

The ideal candidate will have a combination of these key attributes, skills, and experiences:

### **Key Attributes**

- **Servant Leadership-** Be personable and accessible to all levels of the organization. Build strong, trusting relationships with staff and stakeholders. Prioritize the needs of the organization and its people over personal interests. Exhibit humility, authenticity, and a willingness to learn and grow.

- **Commitment and Passion-** Demonstrate a deep commitment to the Food Bank’s mission and show genuine passion for the work and community. Understand that the role is mission-driven beyond just operational metrics.
- **Learning Mindset-** Lead with a learning mindset and encourage curiosity and professional growth throughout the organization.
- **Integrity and Trustworthiness-** Display honesty, transparency, and reliability. Build and maintain trust with staff, board members, donors, and other stakeholders. Follow-up on commitments in a timely manner.
- **Emotional Resilience-** Manage stress effectively and maintain composure during challenging times. Support staff well-being and mental health while leading through adversity. Know yourself and have an ability to sustain yourself through long-term challenges and commitments.

### Key Skills

- **Strategic Vision and Implementation-** Collaboratively develop and articulate a clear, long-term vision for the organization. Adapt strategies to meet immediate needs and build towards future goals, including business plan development and implementation.
- **Communication-** Ability to clearly share a compelling vision with a wide range of people. Maintain transparent and open communication channels at all levels of the organization and with the charitable food network. Ensure clarity and consistency in messaging. Make informed and timely decisions while clearly explaining those choices to those who are impacted.
- **People and Change Management-** Effectively manage, support, and promote a diverse team. This position will lead an executive management team with the heads of finance, HR, operations, communications, public policy, DE&I, development and community health & engagement along with an Executive Assistant. Create clear expectations that align with the organization’s mission and values. Strategically address staffing, employ strategies to prevent burnout, and hold individuals accountable. Successfully help teams navigate through change and transition while maintaining reliability.
- **Operational Understanding-** Have a strong grasp of nonprofit financial and operational complexities and quick ability to understand and respond to network and departmental needs. Manage systems and resources efficiently and navigate fiscal constraints.

### Key Experiences

- BA/BS degree with at least ten years of experience in nonprofit or public agency management are required, or an equivalent combination of education and experience.
- Transparent and effective leadership, administration, and financial oversight of a nonprofit organization with a focus on impact, reach, and sustainability.
- Community and partner engagement with a variety of constituents, including current and potential audiences, volunteers, other organizations, and current and potential funders and sponsors.
- Must have demonstrated ability in public speaking, clear and effective written and oral communication skills, and effective group management skills.

- Must demonstrate personal stability, maturity, optimism, and dedication to fighting hunger and poverty.
- Proven track record of fundraising success with a commitment to a nonprofit CEO's responsibility to engage in resource development, including seeking support from individual investors, major donors, for-profit and nonprofit sponsors and public and private foundations, locally, regionally, and nationally.
- Successful collaboration with a Board of Directors to identify, create and implement strategic plans in a productive way.
- Demonstrated experience in navigating conflict to build trust and support.
- Understanding of the role and importance of food banks and the charitable food system in alleviating hunger. Previous food banking experience is highly valued.
- People with lived experience with hunger and food insecurity are encouraged to apply.

## Why The Food Bank of Central & Eastern North Carolina?

The Food Bank of Central & Eastern North Carolina (the Food Bank) is a nonprofit organization that has provided food for our friends and neighbors facing hunger in 34 counties in central and eastern North Carolina for over 40 years. The Food Bank is an affiliate member of Feeding America, the nation's leading domestic hunger relief charity. In terms of total food distributed, the Food Bank ranks in the top 15 nationally among 200 Feeding America food banks and first in North Carolina. We touch the lives of more than 500,000 North Carolinians experiencing hunger each year, in partnership with 800 agencies across the service area.

The Food Bank of Central & Eastern North Carolina was recently voted #62 charity in Forbes magazine and Food Bank of the Year for the Feeding America Network of 200 food banks nationwide in 2020. The Food Bank was also awarded the 2024 Feeding America Network Collaboration Award for its efforts to bring diverse populations together to inform the work of alleviating hunger.

**Want to know more?** Visit The Food Bank of Central and Eastern North Carolina's website at <https://foodbankcenc.org/>

### Equity Statement

The Food Bank of Central & Eastern North Carolina (the Food Bank) is committed to building solutions to end hunger for the diverse communities in our service area. We believe that food is a human right, and it is our job to ensure access to nutritious and culturally meaningful food that ensures communities thrive. For more information and our complete Equity Statement, please visit <https://foodbankcenc.org/about-us/equity-statement/>.

**To apply, click on the link to the Chief Executive Officer position profile at <https://armstrongmcguire.applytojob.com/apply/fmXN02tBf3/Chief-Executive-Officer-Food-Bank-Of-Central-Eastern-North-Carolina>.** You will see instructions for uploading your compelling cover letter, resume, salary requirements, and

professional references. Please provide all requested information to be considered. In case of any technical problems, contact [talent@armstrongmcguire.com](mailto:talent@armstrongmcguire.com). No phone calls, please, and **no applications will be accepted by email or directly from third-party posting sites.**

Salary is commensurate with the requirements of the position and starts at \$250K+ annually. Review of candidates will begin immediately and continue until the position is filled.

### Benefits For You

We help YOU thrive. Our comprehensive benefits package includes:

- Medical, Dental and Vision Plans
- Health Spending Accounts + Employer Contributions
- Flexible Spending Accounts
- Paid Time off: including Holidays, Personal, Vacation, and Sick Time
- 403(b) with 5% Match after 90 days
- Paid Parental Leave
- Employee Assistance Program
- 100% Employer paid STD and LTD Insurance
- 100% Employer paid Group Life Insurance
- Voluntary benefits including Accident and Critical Illness
- Business Travel mileage reimbursement
- Relocation Assistance considered

**Equal Employment Opportunity and Non-Discrimination:** We are an equal opportunity employer. We do not regard race, color, religion, national origin, age, sex, pregnancy, marital status, disability, genetic information, veteran status, sexual orientation, or any protected class characteristic when seeking to hire. This practice, in addition to hiring, applies to our recruiting, training, transfers, promotions, job benefits, pay, dismissal practices, social and recreational activities, and any other term or condition of employment. We care about our employees, our candidates, and our community.

