



Executive Director

FoodShare acknowledges that the sacred land in which we operate is situated upon the traditional territories of the Wendat, Haudenosaunee, the Anishinabeg, and the Mississaugas of the Credit. This territory is covered by the Dish With One Spoon Wampum Belt Covenant, an agreement between the Anishinabeg and Haudenosaunee allied nations to peaceably share and care for the lands around the Great Lakes. FoodShare recognizes the many Nations of Indigenous People, who presently live on this land, those who have spent time here and the ancestors who have hunted and gathered on this land known as Turtle Island. FoodShare recognizes and supports the UN Declaration on the Rights of Indigenous Peoples and the Truth and Reconciliation Calls to Action, as we work to apply both to our work. FoodShare's work is guided by principles of Food Justice, this includes receiving ongoing guidance from an Indigenous Advisory Circle on our work and on collaborations with Indigenous groups working towards Indigenous food sovereignty and increasing Indigenous food access.

FoodShare also acknowledges the many people of African descent who are not settlers, but whose ancestors were forcibly displaced as part of the transatlantic slave trade, brought against their will, and made to work on these lands. Despite the ongoing violence inflicted on Indigenous peoples and Black Canadians, FoodShare is grateful for the care and contributions made to the land by Indigenous land and water defenders and Black food growers and farmers. FoodShare believes that advancing Indigenous sovereignty is deeply and inextricably linked to Black liberation and we remain committed to advancing both.

FoodShare is a food justice organization, advocating for the right to food, and working to challenge the systemic barriers that keep people from accessing the food they need to thrive. The organization supports community-led food initiatives and works alongside communities most affected by poverty and food insecurity: Black and Indigenous people, people of colour, people living with disabilities, and folks living on a low income. Whether it is supporting urban farms, subsidizing local produce markets, or coordinating community kitchens, the work of the organization is about folks accessing food on their own terms.

Emboldened by its mission to advocate for food justice by supporting community-based food initiatives through ongoing advocacy and public education, Foodshare is poised for continued positive impact. It is within this context that FoodShare invites applications and nominations for the role of **Executive Director**—a position well-suited to a social justice changemaker, someone who brings a continuous improvement mindset to their work and to the way they lead teams.

Reporting to the Board of Directors, the Executive Director oversees a range of functions and brings and a track record of vision and implementation in order to drive the organization forward. Among the responsibilities under the purview of the Executive Director, some of the responsibilities include: strategic planning and measuring the growth of and impact being made by the organization; reporting to and working in close partnership with the Board; managing budgets; fundraising and external relations; interacting with a broad range of constituency groups; overseeing the work of and meaningfully supporting FoodShare's dynamic team; and, being a strong and inspirational brand-ambassador for the organization. Overall, the

Executive Director draws upon their expertise as a skilled community-builder to foster deep relationships with board members, staff, community partners, media, and funders to realize FoodShare's mission, vision, its current [strategic plan](#), and any plans determined for the future.

While all interested individuals are encouraged to apply and, in so doing, share how they see themselves adding value to the FoodShare environment, the following criteria and/or experiences are seen as possible markers of the candidates most likely to realize success in the role: A) the natural inclination and practice of bringing an anti-oppressive lens and framework to their work, and a deep and abiding commitment to reconciliation as well as equity, diversity, and inclusion in all its forms; B) several years of experience in progressively senior roles, preferably gained in the social justice & community organizing space, public or not-for-profit sector, or charitable organization; C) team leadership and management experience D) experience with financial oversight and managing annual budgets; E) the ability to work collaboratively and develop consensus among a diverse range of constituency groups; F) experience in the area of fundraising, and G) an unwavering commitment to improving individual lives and communities, and a bold and inspiring stance on our ability—as a global community—to make substantive and sustaining change.

FoodShare is a food justice organization, which means it has a commitment to working to identify and dismantle systemic forms of oppression that cause and perpetuate food security inequities. Indigenous and racialized people and others from equity-deserving groups are over-represented in food insecurity and poverty statistics, but are significantly under-represented in community-based food organizations. FoodShare believes that those most affected by an issue must have access to paid positions in organizations tasked with challenging the issue, and in this case poverty and food insecurity. FoodShare strives to create a workspace that reflects the diversity of identities and lived experiences that exist within the communities they work alongside.

FoodShare is partnering with BIPOC Executive Search to ensure an applicant list that is as diverse and as intersectional as possible. **All interested applicants can send their résumé to Jason Murray and Melissa Sumnauth by e-mailing msumnauth@bipocsearch.com, or can apply through the BIPOC Executive Search mobile app.**

Should any applicant require accommodation during the application process, feel free to reach out to Melissa Sumnauth at the email address noted above.

The starting salary for the role of Executive Director will be \$116,000, (37.5 hours/week), and comes with the following benefits:

- 4 weeks vacation (paid)
- 1- to 2-week paid winter shutdown per year
- 10 paid personal leave + 20 paid Wellness Days and Sick Leave per calendar year
- Extended health benefits upon starting in the position
- Matching TFSA/RRSP of up to 4% after successful completion of probationary period
- Cell phone and home internet reimbursement

We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.
