



Position Announcement:  
**VICE PRESIDENT OF PROGRAMS AND DEVELOPMENT**

Application Dates:  
**Revised: September 15, 2020 to October 6, 2020**

**About Us:**

Since 1981, the Foodbank of Southeastern Virginia and the Eastern Shore, a member of Feeding America™ and the Federation of Virginia Food Banks, has been providing food for hungry people throughout Southeastern Virginia and on the Eastern Shore. In support of our mission, which is “leading the effort to eliminate hunger in our community” - the Foodbank has distributed over 300 million meals throughout our 4,745 square mile service area, which includes the cities of Norfolk, Portsmouth, Chesapeake, Suffolk, Franklin and Virginia Beach as well as the counties of Southampton, Northampton, Sussex, Isle of Wight and Accomack. For up-to-date information on the Foodbank, visit [www.foodbankonline.org](http://www.foodbankonline.org), Facebook, or Twitter.

**About the Opportunity:**

In support of our evolving strategic direction and transformational shift toward feeding hungry people while also addressing the root causes and consequences of food insecurity, the Foodbank of Southeastern Virginia and the Eastern Shore is seeking a seasoned leader with demonstrated program management and fundraising experience to serve as our next **Vice President of Programs and Development**. The **Vice President of Programs and Development** will report to the President and Chief Executive Officer (CEO) and participate as a key member of the Senior Management Team. Further, the **Vice President of Programs and Development** will lead the Programs and Development Department, created in July 2016, which has close to 20 employees who are responsible for: 1) implementing community-based feeding programs and strategic partnerships, and 2) leveraging financial resources from a broad base of individual and institutional donors committed to our vision for “a hunger-free community.” In addition, the **Vice President of Programs and Development** will have two Director-level reports that will assist with day-to-day management responsibilities related to serving over 150,000 individuals as well as raising more than \$4.25 million annually. Further, the **Vice President of Programs and Development** will provide leadership support for other executive leaders and the Board of Directors’ standing committees and/or advisory councils.

**About You:**

- Are you **a leader** who has played a critical role in creating long-range strategic plans for an organization, including detailed annual operating plans?
- Are you **a leader** who has a track record of creating metrics that help to measure performance and progress towards strategic and operational goals?
- Are you **a leader** who has prepared departmental budgets, achieved revenue/expense goals and provided budget analyses or reports on budget variances, when appropriate?

- Are you **a leader** who has cultivated and stewarded major individual and institutional donors who support cause-driven and outcomes-based charitable initiatives?
- Are you **a leader** who can thrive in a fast-paced environment where rapid change is occurring, collaboration is vital to future success, and people are seen as the organization's most valuable resource?

**If you answered yes to these questions, this could be an ideal opportunity for you!**

**Work Considerations:**

This is a full-time, exempt position based in Norfolk, Virginia and will require some remote work to ensure proper social distancing and adherence to safety precautions for our organization due to the COVID-19 pandemic.

**Educational Achievement(s):**

- Required: Bachelor's degree in business administration, public health, human services, social work or other related field of study.
- Preferred: Master's degree and/or CFRE certification.

**Experience Requirements:**

- Required: 10-15 years of progressive experience with increasingly responsible positions in the public or private sector; excellent verbal and written communication skills, as well as exceptional time management skills; strong organizational skills and ability to multi-task; eagerness to promote a diverse and inclusive workplace through a keen ability to interact effectively with individuals of diverse backgrounds, experiences, and personalities; superior ability to develop and sustain positive relationships with team members, volunteers, and other stakeholders.
- Preferred: Prior professional experience with non-profit organizations or food industry desired.

**Compensation and Benefits:**

A competitive salary with paid time off, matching retirement contributions, and employer-sponsored health benefits for individuals and their families are just a few of the incentives that make this an exciting opportunity.

**If Interested:** Forward a cover letter, resume, and 5-year salary history to [orfrecruiting@foodbankonline.org](mailto:orfrecruiting@foodbankonline.org) no later than October 6, 2020. Submissions will be reviewed on a rolling basis until the position is filled.

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*The Foodbank of Southeastern Virginia and the Eastern Shore is an Equal Opportunity Employer. The Foodbank encourages applications from qualified persons of every race, ethnicity, national origin, religion, sex, age, veteran status, sexual orientation, and disability.*

