



JOB ANNOUNCEMENT:

Director of Development
Watsonville + Santa Cruz, California
Full-Time Position
Position Open Until Filled

“Food, What?!” – Activating Youth Power Through Food and Land

Full-time: 100% FTE, Exempt

Compensation range: \$85,000 - \$100,000 Annual Salary

Benefits: PTO and Sick Time. Full Medical, Dental, Vision, and Retirement

Budget Size: \$1.2M+ (and growing substantially year over year)

About FoodWhat:

Our Mission

FoodWhat is a youth empowerment and food justice organization. We provide meaningful space where youth define and cultivate their agency, empowerment, and well-being. At FoodWhat, youth engage in relationships with land, food, and each other in ways that are grounded in love and rooted in justice.

Who We Serve

We work in Santa Cruz County with high-school-aged, system-impacted and other struggling youth and program alumni. This includes low-income youth, youth from farmworker families, youth in alternative schools, youth experiencing mental health challenges, youth in the child welfare (foster care) system, youth in the criminal legal system, LGBTQ+ youth, disabled youth, and young parents—all of whom experience challenges and are building their resilience.

What We Do

We provide a safe, non-judgmental, and supportive space for young people to engage in meaningful food-and farm-based experiences that meet their basic needs of healthy food, a living wage, community belonging, connection to the land, ancestral knowledge, healing, and self-determination. Together, we learn about, grow, cook, eat, and distribute healthy food. At FoodWhat, food is celebrated for its own inherent value and serves as a vehicle for personal growth and empowerment, community connection, awareness of food justice and related systems analysis, and skill-building for greater personal agency and economic mobility. Check us out at www.foodwhat.org.

Position Description:

The Director of Development is a highly skilled nonprofit fundraiser who believes deeply in FoodWhat's mission of love, justice, and liberation. This Director is a key member of FoodWhat's leadership team and is responsible for all aspects of fundraising. The Director of Development sets the goals, creates the strategies, and implements all plans to ensure the financial sustainability and growth potential of the organization. This Director supervises the Development Manager and reports to the Co-Executive Director of Finance and Strategy. Development at FoodWhat centers and arises from current and projected programming and overall organizational goals.

Responsibilities:

- Create and implement FoodWhat annual development strategy and plan including individual donors, foundation grants, governmental funds, and corporate giving.
- Meet or exceed annual fundraising goals.
- Lead Development Team (composed of the Co-Executive Director of Strategy and Finance, and Development and Communications Manager) on all aspects of fundraising including prospecting, proposal development, funder reporting, data, major event/campaign design, and funder relationship stewardship, cultivation, and gratitude.
- Direct supervision and management of Development and Communications Manager including quality assurance.
- Develop and innovate development tools.
- Partner closely with Co-Executive Directors on overall organizational strategic planning and alignment between programming and development.
- Ongoing revision and updating of organizational messaging.
- Represent FoodWhat at events, with partners, and in the community.
- Availability during non-traditional hours such as evenings or weekends on occasion.

Qualifications:

- Proven ability to successfully raise and grow \$1M+ nonprofit budget.
- Proven success in developing diverse revenue streams for nonprofits.

- Passion for development and authentic relationship building.
- Exceptional writing and editing skills.
- Experience with donor information systems.
- Strong communication skills; ability to give and receive direct and authentic feedback.
- Ability to work independently, under minimal supervision, and act on own initiative.
- Ability to take initiative and proactively manage multiple and sometimes competing tasks and projects while meeting deadlines and desired outcomes.
- Solutions-oriented problem solver; able to analyze problems and implement or recommend effective solutions.
- Entrepreneurial spirit, strong work ethic, and highly flexible to accommodate a high level of responsibility and multiple priorities.
- Strong organizational skills and highly dependable with thorough follow through.
- High level of attention to detail.
- Ability to work collaboratively.
- Valid California driver's license.

Preferred:

- Rooted in local communities of Watsonville or other parts of Santa Cruz County.
- Analysis of systems of power, privilege and oppression.
- Connection or proximity to low-income youth or historically disenfranchised communities.
- Understanding of, and commitment to, racial, social, LGBTQ+, food and economic justice.

Position details:

This is a 40-hour per week, full time, exempt position. PTO, sick time, and full medical, dental, vision, and retirement benefits provided. Salary commensurate with experience within the \$85,000-\$100,000 starting range.

Process:

Please send a cover letter, resume, two relevant writing samples, and two references to hiring@foodwhat.org. Please select at least one reference from previous employment.

FoodWhat is an anti-racist, pro-equity program. Women, Nonbinary, LGBTQ+, Black, Indigenous and People of Color are strongly encouraged to apply. All applicants are considered for employment without discrimination based on race, color, religion, age, sex, sexual orientation, gender identity, national origin, veteran or disability status.

Applicants only. Recruiters, please don't contact this job poster.