



## DIRECTOR, PROGRAMS

*"Change starts small, like baking and selling challah" - UC Davis Campus Participant*

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**APPLICATION DEADLINE: September 30, 2021**

**LOCATION:** Anywhere in the United States

**SALARY:** \$60,000 - 75,000

**APPLY HERE:** [talent@challahforhunger.org](mailto:talent@challahforhunger.org)

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### ABOUT CHALLAH FOR HUNGER

We inspire and equip communities of leaders to take action against hunger. What started as baking a single loaf of challah bread on one campus in 2004 has grown into a major advocacy movement for those who experience food insecurity. We reach over 80 college campuses across the US and Canada. Each year, our student network bakes thousands of loaves donating proceeds to [social justice causes](#) -- to date, over \$2M. We provide coordination, training, and guidelines, to our sites which operate as a network of independent chapters run by volunteer leaders. We're proud to have been named "one of the most inspiring and innovative organizations" over six times by [Slingshot](#). We leverage the following strategies to equip leaders to take action against hunger and urgent social justice issues:

1. **Build Community** - Volunteers gather regularly to bake and sell challah, engaging in *Tikkun Olam* -- a Jewish value defined by acts of kindness performed to repair the world. Challah for Hunger (CfH) is inspired by Jewish wisdom and values. We work with participants and volunteers of all backgrounds. We educate our participants about food insecurity and social justice and move them to action through advocacy, philanthropy, and community building. CfH provides volunteers with leadership experience and the tools they need to have meaningful impact. Many chapters also extend far beyond the kitchen; as bonds form among volunteers, new advocacy projects, educational events, and outreach efforts arise.
2. **Practice collective Philanthropy** - For each loaf of challah we sell, proceeds go to both a local anti-hunger organization of a chapter's choosing and our national partner, [Swipe Out Hunger](#). Check out the organizations we donated to through our campus chapters [here!](#)
3. **Advocate for Change** - We believe we can change the world, one loaf at a time, and the proof is in the dough -- we're already baking a difference. We bring volunteers together to give back and build community, but most importantly, we are teaching the next generation of leaders how to advocate for change. Our volunteers complete Acts of Advocacy suited to their particular interest level and availability - everything from contacting local and national officials through letter writing campaigns and social media, to writing public comments on legislation to participating in sign-on letters in support of policy. Our national advocacy campaign, FUELHigherEd, focuses on Fundamental, Universal, Equitable, Long-term changes that can be made through both state and federal policy updates and adoptions. Our participants build their leadership and commitment to advocacy work through our programmatic offerings.

## CORE RESPONSIBILITIES

### Education and Facilitation- 40%

- Create new resources for campus and community chapters and update existing materials to reflect continuous innovations
- Provide guidance to program team concerning chapter engagement and issues that may arise
- Manage and create new resources for the Marketplace (our proprietary resource platform) as needed
- Lead regional and national trainings and webinars for chapter leaders and volunteers
- Develop resources for community programming, including B'nai Mitzvah projects, pop-up community events

### Program Development and Strategy (to include Evaluation and Reporting) - 40%

- Cultivate vision and manage long-term planning for campus and community programs and expansion
- Lead efforts to evaluate new and existing programs, including annual member survey for campus program
- Partner with senior team to lead initiatives in developing national partnerships to expand program, including to HBCUs and HSIs
- Gather data for grant applications and reports and assist Director of Development in programmatic story for program-centric grant reports, renewals, and applications
- Evaluate existing alumni offerings and innovate new engagement strategies
- Maintain records of programmatic grant deliverables, participation, and Acts of Advocacy

### Program Team Supervision - 20%

- Meet regularly with program staff to ensure all programs are operating efficiently
- Lead hiring team to hire and train new program staff
- Plan and supervise monthly program team meetings
- Provide ongoing feedback to program staff to improve performance
- Support staff leadership development and provide growth opportunities using prior experience and best practices

## QUALIFICATIONS

- Bachelor's degree or commensurate experience
- Detail oriented and highly organized
- Experience creating and implementing new programs
- Demonstrated leadership and responsibility managing others
- Strong education and/or expansion background or experience
- Creative problem solver and problem anticipator
- Experience with group facilitation and creation of educational materials
- Excellent written and verbal communications
- Interest in food insecurity, advocacy, nonprofit management and community building

## PERSONAL QUALITIES AND MINDSETS

- **You're self-motivated.** You create your own organizational systems and can hold yourself and others accountable. You expertly navigate managing all levels of an organization.
- **You are fast-paced and high-energy.** You have a bias toward action. You can move rapidly through ever-changing environments and have the ability to shift priorities on a dime.
- **You find ambiguity exciting.** You see potential in any situation and can leverage that potential. You love change management and understand the complexities of integrating new systems with an existing team.
- **You're a systems guru.** You enjoy organizing chaos. You can take a large amount of information, assess it, and find the best way to organize it with the end-user in mind.
- **You're a people person.** You love people and understand how to optimize the experiences of co-workers, external partners, and other stakeholders.
- **You're an expert multi-tasker.** You have experience juggling multiple projects at once from start to finish with detailed planning and persistent execution.
- **You have a great sense of humor.** You bring levity to the work, have fun with your co-workers, and don't take yourself too seriously!

## COMMITMENT, COMPENSATION, AND BENEFITS

This is a full-time exempt position, with a salary between **\$60,000-75,000** commensurate with experience. Challah for Hunger provides 50% for employees and 25% for dependents of health, dental, and vision benefits packages, generous PTO (20 days annually for first 3 years) and Jewish and Federal holiday package, and the option for a flexible work environment. We offer a minimum \$800 professional development stipend per year and summer Fridays with reduced working hours.

## HOW TO APPLY

Please submit a cover letter and resume to [talent@challahforhunger.org](mailto:talent@challahforhunger.org) with the subject: Director, Programs.

*Challah for Hunger is an equal opportunity employer. We strongly encourage applicants from historically marginalized communities to apply. We are proud to be an inclusive organization, where everyone is welcome. We deeply value the diversity of insight, perspective, and experience brought by people from backgrounds typically underrepresented in Jewish organizations. This includes Black, Latinx, and Asian people, Black Jews, Jews of Color, Sephardi and Mizrahi Jews, lesbian, gay, bisexual, trans, gender non-conforming people, and people with disabilities. We will not discriminate on the basis of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.*