

POSITION PROFILE

Nourish
Pierce County



253.693.2780

www.hagelsearch.com

Deputy Director Search

Located in Tacoma, WA, Nourish Pierce County has embarked on a search for a Deputy Director (a new position) to assist in Nourish's ever-growing community demand for the organization's services.

Incorporated in 1982, as FISH Food Banks of Pierce County, Nourish Pierce County is an ecumenical organization that provides food and emergency service referrals to people in need. The mission is to provide food and support services for people in need with compassion, dignity and respect. With seven food bank locations and an award winning mobile food bank that serves nine additional sites, the organization serves over 40,000 individuals each month. With the assistance of 700 volunteers, the goal is to provide each person or family with enough food to make three nutritious meals a day for three days. All Nourish Food Banks operate on a self-serve model, allowing clients to select the foods that best meet their family's needs.



**NOURISH
PIERCE COUNTY**

Food Banks for Healthier Futures





MISSION

To provide nutritious food and support services to people in need with compassion, dignity and respect.

VALUES

Creating pathways from scarcity to security.

For more information about Nourish Pierce County go to: www.nourishpc.org

The Position

Reporting to the Chief Executive Officer, the Deputy Director will have both internal and external facing responsibilities. The Deputy Director will partner closely with the CEO to chart Nourish's future growth and strategic response to an ever-increasing demand for the organization's services.

Duties and Responsibilities

Fund Development (30%)

Lead and manage fund development team to provide financial resources for the organization.

People and Culture (30%)

Lead our efforts to attract, develop and retain great team members.

Administration/Operations (10%)

Ensure smooth operations in partnership with the CEO. Assess facility needs.

Strategy and Leadership (20%)

Stay abreast of trends and new developments in the nonprofit and food distribution fields.



Oversee complex projects and participate in key decisions facing the organization.

Contribute to a Strong Organization (10%)

Work as a key member of the leadership team and actively represent and advocate for Nourish at public events.

Compensation & Benefits

Salary Range \$80,000—\$90,000

Benefits include retirement, medical, dental, short-term disability insurance, and employee assistance program



NOURISHING NEIGHBORS

Eleven years ago, Sheila first arrived at the Lakes Area Nourish food bank as a client. "I had a house, I had a business. I got sick and I lost everything." She experienced homelessness for about five months, until she got into an apartment. The food bank helped her get back on her feet.

"Even people who have jobs are just one step from being homeless. You never know what life is going to bring you." She says. "Things are not for sure."

Since that first visit to the food bank eleven years ago, Sheila has been coming back to volunteer. She now volunteers twice a week for a few hours each visit. She does a little bit of everything at the Lakewood based food bank, but she mostly helps with their small clothing bank there. She sorts donations and gets them organized for the clients.

"I can't do too much physically, but volunteering made me feel better about myself." She says. "It's for my peace of mind that I am here."

She volunteers to give back. "I don't feel right just taking and it feels good to give back. It just gives me an opportunity to help others."

Desired Qualifications



- A minimum of seven years of non-profit management experience and a BA or equivalent experience in business management, finance, human resources, or related field. Master's degree preferred.
- Demonstrated track record of soliciting major (\$25,000 and up) donations from individuals & corporations; write grant proposals and manage contracts
- Experience supervising others, shaping human resource programs and/or leading diversity, equity, inclusion, and accessibility efforts
- Experience creating, coordinating, executing or evaluating staff training and development programs
- Track record of delivering superior results, commanding respect and assuming leadership roles
- Success in roles requiring execution of multiple tasks while responding to multiple priorities
- Proven ability to work with efficiency, flexibility and good humor
- Demonstrated ability to build and maintain relationships with a wide array of people- junior and senior, for-profit and non-profit, and from diverse backgrounds
- Operates with excellence in mind in all matters, with confidence to defend/debate ideas without ego interfering
- Outstanding communication and interpersonal skills are essential
- Ability to exercise tact and diplomacy in organizational settings
- Spark, imagination, creativity
- Flexible and curious, open to personal growth

Initial (First 6-12 months) Focus for the Deputy Director

- Develop strong, trusting relationships with Nourish leadership team and staff
- Work at sites to become familiar with operations and challenges experienced by site staff
- Develop relationships with community partners
- Review and update personnel policies as needed
- Begin development of an effective staff development program with a focus on Diversity, Equity and Inclusion



TIMING AND APPLICATION

The position is open until filled. Candidates are encouraged to apply as soon as possible.

To apply or view the current status of the position go to:

www.hagelsearch.com/nourishpc

All submissions will be acknowledged and will be held in strict confidence. The starting date for the successful candidate will be subject to discussion between the candidate and Nourish Pierce County.

Finalists for the position will be required to participate in a behavioral assessment. The assessment is web-based, takes about 65 minutes, and helps match the candidate's attributes and competencies with the desired attributes and competencies for the position. All results are held strictly confidential. Formal background checks will be conducted on finalists for the position, with their permission.

CONTACT INFORMATION

For further information please contact: Frank Hagel 253.693.2780 - frank@hagel.net or Marcia Walker at 253.693.4072 - marcia@hagel.net. DO NOT submit your application to these email addresses.



EQUAL OPPORTUNITY

There shall be no discrimination on the basis of race, color, sex, creed, religion, gender, sexual orientation, age, disability, national origin, citizenship, or marital status. In addition, to ensure full equality of opportunity in all operations and activities of Nourish, every staff member employed at Nourish shall be selected under fair employment procedures that provide equal employment opportunities to all people. Nourish will make reasonable accommodations for physical and mental limitations of employees.