



Harvest Home Farmer's Market

Executive Director

New York, NY



Mission

For nearly 30 years Harvest Home Farmer's Market (Harvest Home) has been a pioneer in bringing farmers' markets to low-income New Yorkers in underserved neighborhoods. Harvest Home is a multi-racial, intergenerational, nonprofit organization that establishes farmers markets in low-income communities and implements nutrition-education programs to address diet related chronic illness.

As the second largest operator of farmers markets in New York City, we have achieved unprecedented success in bringing farmers markets to those who need it most: residents of densely populated, impoverished, and often-isolated urban neighborhoods where people suffer disproportionately from higher incidences of preventable and manageable nutrition-related illnesses such as obesity, diabetes, and hypertension. Our mission is to provide low-income communities with access to farm-fresh local produce and nutrition education to achieve healthier lifestyles.

The Opportunity

The Executive Director serves as the chief Executive Officer of Harvest Home and is responsible for giving direction and leadership to the organization as it seeks to achieve and expand its mission, strategies, annual goals, and objectives.

Reporting to the Board of Directors, the Executive Director brings clear vision and leadership to execute on the mission of the organization, possesses excellent organizational acumen and outstanding communication skills, expertise in fund development and the ability to ensure financial health and stability. This person will have oversight of a 1.2M budget and 13 markets across Brooklyn, Manhattan, and the Bronx.

The ideal candidate will have a demonstrated commitment to food sovereignty and community capacity building. They are deeply community-oriented with excellent interpersonal skills and the ability to interact comfortably with a wide range of constituents. This is the right opportunity for a visionary with an eye to the many possibilities for expansion and impact, who can also ensure that Harvest Home maintains its roots as a community-based organization.

Responsibilities

General Management, Finance and Administration and Program

- **Vision:** Lead the development and implementation of a strategic plan that will expand programmatic impact, increase visibility, and ensure the continued long-term sustainability of Harvest Home programming.
- **Fundraising:** Actively seek, identify and secure funding opportunities to grow unrestricted revenue and decrease reliance on government grants.

- **Community Relations:** Cultivate and sustain relationships with community leaders, businesses, and other relevant local organizations to deepen community engagement and expand impact.
- **Internal Leadership:** Lead, coach and develop a high-performing team; foster and sustain a culture of trust, support, transparency and collaboration.

Strategic Vision & Board Relations

- Provide strategic vision for Harvest Home Farmer's Market and lead the organization into its next phase of development and impact.
- Lead the execution of the strategy established by the Board by implementing the programs, goals, objectives, and policies.
- Facilitate staff involvement as appropriate while working closely with the board to develop and periodically update the organization's priorities, strategies and policies to design and implement campaigns that support the successful achievement of strategic goals.
- Work with the Board to identify and help recruit new Board members who will add diversity to the board and whose talents, interests and commitment will help to further the mission.
- Regularly brief the Board on the status of the work and initiatives and engage the Board in meaningful participation to further the organization's goals.

Fundraising & Community Relations

- Serve as the chief spokesperson of Harvest Home, acting as the primary driver in donor and partner cultivation, solicitation and stewardship.
- Pursue innovative streams of income and partnerships to diversify sources of funding, ensuring that there are resources to support the expansion and innovation of programs, and that funds are allocated properly to reflect present needs and future potential.
- Effectively communicate Harvest Home mission externally; sustain and build upon existing relationships with key stakeholders including but not limited to, funders, local businesses, community leaders, and partner organizations.

Strengthening Infrastructure & Operations

- Oversee the financial status of the organization, including developing long and short range financial plans, monitoring the budget and ensuring that sound financial

controls are in place; set financial priorities accurately to ensure the organization is operating in a manner that supports the needs of programs and staff.

- Recruit and manage a team of employees; provide empathetic leadership and development to seasonal and permanent staff and amplify their contributions through mentorship, strategic coaching and management.
- Ensure clarity and consistency for the organization's objectives, operational methods and data collection processes to support the continued reporting and efficient management of the farmers markets and programmatic activities.
- Assume ultimate oversight for the effective and sound management of market operations including optimizing policies, practices and systems.

Qualifications

The ideal candidate is detail-oriented, has prior fundraising and non-profit operations experience, and has scaled programs based on data and community input. The candidate must show success with building and evolving organizational structure and delivering impact with agility. Demonstrated activism and/or professional experience in food insecurity, food sovereignty, and food justice programming strongly preferred.

- A minimum of 5 years of executive leadership experience with a social services or social justice nonprofit.
- Strong analytical skills with knowledge of evidence-based program evaluation and community needs assessments
- Capacity to manage data systems and identify solutions that address constraints while promoting greater efficiency and transparency
- Expertise in creating and implementing strategic plans, including developing business and staffing plans to advance strategic goals
- Prior experience working with a nonprofit board, including a demonstrable understanding of board development and governance
- Cultural competency and ideological alignment with Harvest Home values of healthy living and nutrition is a must.
- An empathetic people-person with excellent interpersonal skills and ability to build strong, transparent, and trusting relationships with multiple constituent groups

Compensation & Benefits

The position pays \$100,000 – \$125,000 annually and includes benefits - medical, dental, vision, long-term disability and paid time off.

Equal Opportunity Statement

Harvest Home Farmer's Market is an Affirmative Action Equal Opportunity Employer and hires without regard to race, gender, religion, age or sexual orientation. Equal employment opportunity and having a diverse staff are fundamental principles at Harvest Home Farmer's Market, where employment and promotional opportunities are based upon individual capabilities and qualifications without regard to race, color, religion, gender, pregnancy, sexual orientation/preference, age, national origin, marital status, citizenship, disability, veteran status or any other protected characteristic as established under law.

This position description is based upon material provided by Harvest Home Farmer's Market, an equal opportunity employer.

To apply for this position, please click [HERE](#).

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