

# President & Chief Executive Officer

## Long Island Cares

Hauppauge, NY

Salary: \$240,000 - \$250,000

### The Organization

Long Island Cares – The Harry Chapin Food Bank (LIC) was founded in 1980 by the late singer, songwriter, and social justice activist Harry Chapin. A passionate advocate for ending hunger, Chapin used his platform and music to draw national attention to food insecurity and was instrumental in shaping public awareness and policy. His legacy lives on through Long Island Cares, which remains rooted in his vision that no one should go hungry in our communities. What began as a local effort inspired by one artist's call to action has grown into one of Long Island's most comprehensive hunger relief organizations. LIC brings together food distribution, social services, education, and community partnerships to address both the immediate and structural causes of hunger. Our work is fueled not only by logistics and planning, but by a deep sense of purpose, creativity, and humanity. These are values that echo Chapin's lifelong ethos.

In 2024, LIC distributed over 16 million pounds of food, more than 13 million meals, through a network of six First Stop food pantries and a mobile fleet reaching underserved populations including seniors, veterans, children, and the unhoused. We also operate innovative programs like Baxter's Pet Pantry, community gardens, and nutrition education, all grounded in equity and accessibility.

To this day, music remains a powerful part of LIC's story and public identity, from benefit concerts and community events to partnerships that celebrate the intersection of the arts and advocacy. For more, visit <https://www.licares.org>.

### The Position

The President & CEO of Long Island Cares provides visionary leadership and ensures the effective implementation of the organization's mission: to combat hunger and meet the humanitarian needs of communities across Long Island. Reporting directly to the Board of Directors, the CEO is responsible for advancing LIC's mission and overseeing its strategic direction, day-to-day management, and organizational growth. This includes oversight of all programs and operations, development and fundraising efforts, financial management, staff leadership, communications, and external partnerships.

As the organization's top executive, the CEO leads a senior team, ensures financial sustainability, shapes organizational culture, and represents LIC to the public, media, donors, elected officials, and peer organizations. The CEO is expected to lead with integrity, humility, and a deep commitment to equity and community engagement.

The CEO manages a staff of approximately 80 employees and provides leadership to more than 3,000 volunteers and over 330 partner agencies operating 500+ hunger relief and support programs across Long Island. This is a full-time position and is directly accountable to the Board of Directors.

### Strategic Leadership

- In partnership with the Board and senior staff, develop and implement multi-year strategic plans aligned with LIC's mission and community needs.
- Monitor industry trends and local developments to proactively adjust organizational strategy.
- Lead change management processes to improve efficiency, responsiveness, and long-term impact.
- Foster a workplace culture rooted in transparency, accountability, equity, and collaboration.

### Programs & Operations

- Oversee the planning, delivery, and continuous improvement of all programs and services.
- Ensure the development and implementation of operational policies and best practices.
- Use data to drive program decisions, identify service gaps, and guide equitable resource distribution.
- Cultivate strong working relationships across departments and foster professional growth and succession planning.

### Government & Community Relations

- Represent LIC in policy advocacy efforts at the local, state, and national levels.
- Maintain and strengthen relationships with government agencies, Feeding America, Feeding NY State, and peer organizations.
- Expand partnerships with grassroots organizations, houses of worship, educational institutions, and civic groups.

### Fundraising & Communications

- Design and execute a comprehensive fundraising strategy, including major gifts, planned giving, foundation grants, corporate sponsorships, and public funding.
- Partner with the Development team and Board members to cultivate, solicit, and steward donors.
- Serve as a persuasive and inspiring spokesperson to donors, media, and the broader public.
- Oversee LIC's marketing and communications strategy to ensure clear, inclusive, and impactful messaging.

### Financial Stewardship

- Lead the development of the annual budget and monitor performance against financial goals.
- Ensure compliance with all local, state, and federal regulations, including grant reporting requirements.
- Oversee financial systems, audits, and risk management practices.

### Board Relations & Governance

- Serve as the key liaison between staff and the Board of Directors.
- Provide the Board with timely updates on organizational performance, opportunities, and challenges.
- Support the recruitment, onboarding, and engagement of Board members.
- Collaborate with the Board President to set meeting agendas, prepare materials, and guide governance processes.

## THE IDEAL CANDIDATE

The ideal candidate for the President & CEO position possesses the following competencies:

<b>Mission-Driven Leadership</b>  Guides decisions and priorities with a strong sense of purpose and alignment to LIC's mission.	<b>Strategic Thinking</b>  Sets direction and adapts to change with clarity and focus.	<b>Operational Oversight</b>  Leads complex systems with attention to detail and financial accountability.
<b>Team Leadership</b>  Creates a supportive environment where people can grow and succeed.	<b>Communication</b>  Speaks and writes with clarity, representing LIC to a wide range of audiences.	<b>Community Engagement</b>  Connects with and listens to the communities LIC serves.

### Additional Qualifications Required

- Deep passion for Long Island Cares' mission and a demonstrated commitment to equity and community-driven solutions.
- At least 5 years of senior leadership experience in the nonprofit, public, or social enterprise sectors.
- Proven ability to manage diverse teams, lead through organizational growth and change, and cultivate a positive internal culture.
- Track record of successfully overseeing complex operations, including managing \$40M+ budgets.
- Demonstrated experience in fund development from individuals, foundations, corporations, and public sources.
- Strong public communication and storytelling skills.
- Deep familiarity with Long Island's cultural, political, and economic landscape.
- Strategic thinker who is data-informed and mission-focused.

### Preferred

- Experience in hunger relief, public health, housing, or anti-poverty fields.
- Spanish language proficiency.
- Experience managing multicultural and multilingual teams.
- Familiarity with Feeding America network standards and practices.

## WORK ENVIRONMENT

### Work Environment

The position is based at the Long Island Cares main warehouse located at 75 David's Drive Hauppauge, NY, however travel between satellite locations and events is expected on a regular basis. Will include periodic travel to Albany, Washington, DC, and other conference locations as needed. Must be available for work on weekends, evenings, and other after-hours occasions, as deemed necessary.

### Equal Opportunity

Long Island Cares welcomes applicants from a wide range of backgrounds. We value people who bring different perspectives, skills, and experiences to our work. What matters most is a shared commitment to the mission and the ability to contribute meaningfully to our team and community. We welcome applications from individuals of all backgrounds, identities, and experiences.

## COMPENSATION AND BENEFITS

### Salary and Benefits

\$240,000 - \$250,000 plus bonus and full benefits package.

## TIMELINE AND NEXT STEPS

If you are interested in this position, please [click here](#). All applicants will receive an email confirming receipt of their application.

We encourage candidates of all backgrounds to apply even if you do not meet all of the qualifications outlined above. If you are selected to move forward for an initial screening call, we expect you to hear from us by September 2025.

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[Submit an application](#)