



OPPORTUNITY PROFILE

EXECUTIVE DIRECTOR

CANADIAN FOODGRAINS BANK



NELSON/KRAFT
AND ASSOCIATES

ABOUT US

OUR STORY

Forty-five years ago, some Mennonite farmers had an inspiring idea to create a 'food bank' of grain from Canadian farmers that would be shipped as a response to hunger in Bangladesh. Today, fifteen diverse churches and church-based agencies work together through a member-owned organization, with a shared vision of a world without hunger. No longer shipping grain, we share resources and work through partnerships overseas. We are the Canadian Foodgrains Bank.

Today, through our members and their partners in other countries, we foster programs that include international food assistance, agriculture and livelihoods, nutrition, advocacy and education.

In 2018-19, we provided assistance to 837,000 people in 36 countries. Our revenues of \$50 million came from 212 farmer-led growing and community projects across Canada, church members, foundations, and the Government of Canada.

OUR IDENTITY

Canadian Foodgrains Bank is a partnership of Canadian churches and church-based agencies working to end global hunger.



ABOUT US

WHAT MAKES US UNIQUE?

We are rooted in farming communities in Canada and overseas. We inspire and lead individuals and communities to foster sustainable solutions to hunger, while responding to immediate needs for assistance. We believe our international reach to local churches and agencies creates effective, long lasting responses to hunger. We live our faith in our workplace and in the work that we do. We mobilize Canadians to engage and act, and make a difference, building bridges across diversity. We advocate for increased support for international assistance.

We partner among our members, sharing resources, enhancing impact. We partner broadly as a member of the Humanitarian Coalition, the Canadian Council for International Co-operation, the Trans Atlantic Food Assistance Dialogue, and the Canadian Coalition on Climate Change and Development,

to name a few. For 35 years, we have had the trust and support of the Government of Canada through our aid programming.

We are rooted in the belief that it is God's desire that no person should go hungry, that there is enough for all in God's world. We are guided by the following values: compassion, equality, generosity, right relationships, human dignity, justice, peace, and the right to food.

We have made it possible for churches, farmers, businesses, schools, and government in Canada to work together with communities, churches, partners, and governments around the world, to end hunger. We ever evolve to meet the increasing challenges of our changing context.

What will be the next chapter of our exciting story?



THE JOB

AS THE NEW EXECUTIVE DIRECTOR, YOU ARE...

- A model of Christian servant leadership who is passionate about the transformative work that churches can do in the world, and who connects with a faith community
- A bridge-builder, finding synergies in common purpose
- A strong listener who respectfully acknowledges differences, identifies strengths and opportunities, and fosters leadership in others in the midst of diversity
- An authentic individual who can earn the trust of a variety of stakeholders, including farmers in growing projects, a strong staff team, senior government officials, corporate and private donors, and the broad Christian community in Canada and overseas
- A leader with demonstrated experience in planning and leading complex organizations, who preferably has a deep understanding of the humanitarian sector and its emerging trends

MANDATE

The Executive Director holds the responsibility of leading the dynamic staff team, strategy, and finances of the Canadian Foodgrains Bank. The executive director is a key ambassador for the organization's fundamental foundation of strong rural roots and Canadian Churches working together towards food assistance, food security, and public policy. This is a visionary role that requires exceptional leadership and interpersonal skills to represent the organization with professional integrity.



THE JOB

ESSENTIAL OUTCOMES

Strategic Leadership - Participate with the Board of Directors in developing a vision and strategic plan to guide Canadian Foodgrains Bank's operational goals and direction.

- Responsible for leading and executing the organizational strategic plan under approval of the Board of Directors.
- Create safe and productive spaces for generative dialogue to understand if we are as effective as possible at working to ending hunger.
- Report regularly to the Board of Directors on the organization's overall health - including threats and opportunities - that may affect or improve its ability to meet strategic and operational objectives.
- Model servant leadership in behaviour and attitude among a thriving team of committed professionals.
- Determine staffing requirements for organizational management and program delivery while ensuring a proper reporting structure is maintained between all departments.

Innovation For Financial Performance and Viability - Provide leadership as a financial delegate in developing organizational plans to maintain and accelerate board approved budgets.

- Explore new funding sources, oversee fund-raising initiatives, and submit proposals to meet annual budgets and fund future projects.
- Secure funding from Global Affairs Canada.

External Relationships - Build, strengthen, and maintain strategic relationships with key stakeholders to grow organizational initiatives.

- Represent Canadian Foodgrains Bank to: member house agencies, government officials and their leadership, the NGO community, Global Affairs Canada, foundations, churches, donors, businesses, media, and the general public.
- Promote the organization's mission to external stakeholders primarily within Canada and internationally.



THE JOB

A BALANCE OF THE FOLLOWING REQUIREMENTS

- Masters Degree or equivalent in a relevant field of study.
- Minimum 10 years experience in a key leadership position, including demonstrated competency in fiscal management.
- Knowledge of international relief and development, particularly food aid and food security.
- Effective leadership skills, with proven aptitude for change management and organizational development.
- Well-developed analytical, problem-solving and decision-making skills.
- Effective communication skills, both verbal and written, for English and preferably French.
- A well-defined sense of diplomacy including: negotiation, conflict resolution, and people management skills.
- High level of integrity, confidentiality, and accountability.
- Ability to articulate the mission and vision of Canadian Foodgrains Bank reflecting its broad Christian ethos.
- Ability to creatively and strategically overcome internal and external challenges or obstacles.
- Ability to identify, influence, and build coalitions with national leaders, partners, and other key organizations as it relates to resource generation.

“This project lifted me up and made me very proud”

- Christine Ndinda of Kenya

An amazing opportunity to play a part of ending global hunger.

“...and if you spend yourselves in behalf of the hungry and satisfy the needs of the oppressed, then your light will rise in the darkness, and your night will become like the noonday.”

- Isaiah 58:10

SEARCH PROCESS

NELSON/KRAFT & ASSOCIATES INC. CONSULTING TEAM

OUR SEARCH TEAM



MARK KRAFT

Leading the Search

Mark is a certified executive coach and Birkman Method consultant. With a background in pastoral ministry, strong leadership development skills, and a passion for helping not-for-profit organizations succeed, Mark has become highly sought after for his expertise in recruiting, networking, crisis management, team building, and best practices for board governance.



LARRY NELSON

Supporting the Search

Larry is a chartered accountant and former CEO of the Baptist Housing Society. He has served many years on the board of the Canadian Council of Christian Charities, has been active in politics, and served three terms as a trustee with the Coquitlam School Board. He is passionate about lending his professional expertise to not-for-profit organizations.

ESTIMATED SEARCH TIMELINE

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline for this search:

Application deadline:

January 15, 2020

Shortlist Interviews - February 18-19, 2020

Finalist Candidate Start Date:

June / July 2020

HOW TO APPLY

Forward your resume and cover letter to Mark Kraft at info@nelsonandkraft.com

Application deadline is:

January 15, 2020

Please Note Qualified candidates for this search must be Canadian residents at the time of application.

Thank you.

FOR MORE INFORMATION, PLEASE CONTACT:

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