



Job Title: President & CEO

Classification: Exempt, Full Time

Department: Administration

Reports to: Board of Directors

About Ozarks Food Harvest

At Ozarks Food Harvest, we're passionate about making a difference in the lives of others – especially those who are food insecure. We believe everyone deserves enough to eat so they can lead a full and healthy life. All members of our team are proud of their work because we know we are making a real impact. Our mission has helped us build strong careers and a culture dedicated to working smart and efficiently. We are a member of the Feeding America network, which is the nation's largest domestic hunger-relief organization.

Ozarks Food Harvest is an equal opportunity employer. We embrace a philosophy that recognizes and values all. As a Feeding America member food bank, our goal is to attract, develop, retain, and promote a talented, diverse workforce in a culture where all employees contribute to their fullest potential.

The Opportunity

In 2027, Ozarks Food Harvest will welcome its next leader as part of a planned succession for current President & CEO, Bart Brown, who has led the organization for 26 years.

This is a unique opportunity for a dynamic and values-aligned leader to guide a nationally respected food bank through its next chapter—building on four decades of impact while addressing the growing and evolving needs of communities across Missouri.

Reporting to the Board of Directors, the President & CEO will be responsible for Ozarks Food Harvest's strategic vision, oversee its ~\$50M annual budget (~\$12M cash), and lead a dedicated team of 88 employees, including six direct reports (Director of Communications; Director of Development; Director of Finance & HR; Director of Full Circle Gardens; Director of Member Services; Director of Operations).

Ozarks Food Harvest is fortunate to have a separately incorporated supporting organization, the Ozarks Food Harvest Foundation. The foundation ~ \$12 million, exists to provide a perpetual income stream to Ozarks Food Harvest. The foundation has its own board of directors and governance. This opportunity will allow the CEO to work with foundation to grow its assets through planned giving and additional donor programs.

The new President & CEO will join Ozarks Food Harvest at a time of strength and opportunity. With a strong financial position and operational foundation, a modern facility, a robust network of supporters, and a clear strategic framework in place, the organization is well-positioned to deepen its impact. At the same time, the President & CEO will be charged with navigating a dynamic funding and policy landscape and advancing scalable, sustainable solutions to food insecurity.

Key responsibilities of the President & CEO include, but are not limited to:

- **Strategic Leadership and Vision:** Championing Ozarks Food Harvest’s mission and strategic priorities, setting and communicating a compelling vision for the future, and ensuring continued innovation, impact, and responsiveness to community needs.
- **Organizational and Team Leadership:** Leading, inspiring, and motivating a talented, mission-driven staff and fostering a strong internal culture rooted in collaboration, equity, and accountability.
- **Fundraising and External Relations:** Serving as the organization’s primary ambassador; cultivating strong relationships with a diverse range of stakeholders including Feeding America and its affiliates, donors, corporate partners, community organizations, and others, effectively telling Ozarks Food Harvest’s story to inspire investment and partnership.
- **Advocacy and Policy Engagement:** Engaging with local, state, and national policymakers and coalitions to advance hunger-related policy priorities and secure public support for food security solutions.
- **Operational and Financial Management:** Overseeing a large and complex nonprofit organization, ensuring long-term financial sustainability and operational excellence.
- **Reputation & Partnership Building:** Advancing a more accurate and complete understanding of Ozarks Food Harvest’s mission, capabilities, and strategic direction. Strengthen and unify external messaging so community partners see Ozarks Food Harvest as a long-term, values-aligned ally in addressing hunger.
- **Board Partnership and Governance:** Building a strong partnership with the Board of Directors; ensuring strategic alignment, clear communication, and sound governance practices.
- **Community Engagement:** Demonstrating a deep commitment to those we serve, ensuring that Ozarks Food Harvest’s programs are grounded in the lived experiences of the communities served.

Candidate Profile

While it is understood that no candidate will offer every desired skill, quality, and characteristic, the following offers a detailed, aspirational view of the ideal candidate profile:

An Authentic, Mission-Driven Leader with a Commitment to Southwest Missouri

- Brings humility, empathy, and a deep personal commitment to Ozarks Food Harvest’s mission and values.
- Demonstrates a strong commitment to the 28 counties Ozarks Food Harvest serves and a genuine passion for serving the region’s diverse communities.
- Inspires confidence through a balance of head and heart, connecting naturally with staff, donors, partners, and neighbors.

- Demonstrates strong listening skills, valuing institutional history while empowering staff and fostering a positive, inclusive culture.
- Approaches challenges with optimism and a belief in what is possible for Ozarks Food Harvest, its communities, and its team.
- Comfortable engaging authentically across politically, economically, and geographically diverse communities.
- Able to unify staff around a shared mission and help translate Ozark Food Harvest's strategic vision into practical, day-to-day priorities and behaviors.

A Skilled Operational, Financial, & Organizational Leader

- Brings strong operational skills appropriate for a complex, multi-site nonprofit.
- Demonstrates the ability to assess organizational structure, strengthen performance, and steward resources responsibly.
- Experienced in leading diverse teams—across identities, skillsets, roles, and lived experiences—and committed to developing staff by identifying growth opportunities, providing constructive accountability, and fostering an environment where all employees can thrive.
- Capable of balancing immediate operational needs with long-term organizational health.
- Maintains clarity, accountability, and alignment across a distributed and diverse team.

Exceptional Relationship Builder & External Advocate

- Skilled in building trust-based relationships across policymakers, donors, partners, agencies, and community leaders.
- Capable of serving as a compelling and authentic external representative, with strong communication and storytelling abilities.
- Skilled at articulating mission, values, and long-term vision in ways that deepen community trust and partnership.
- Brings comfort and credibility engaging in bipartisan governmental relations and policy discussions.
- Able to elevate OFH's voice, presence, and impact across Southwest Missouri.

A Strong Fundraiser & Ambassador

- Confident and energized by fundraising and deepening donor relationships.
- Comfortable engaging a broad donor base across varied political, demographic, and geographic communities.
- Demonstrates strong communication, influence, and relationship-building skills that advance a compelling case for support.
- Able to cultivate and model a culture of philanthropy across the organization.

Strategic, Innovative, & Data-Informed Thinker

- Able to envision and advance innovative, community-centered approaches to hunger relief.
- Uses qualitative and quantitative data to inform decisions, set priorities, and drive organizational learning.
- Comfortable navigating complexity across a large, diverse service area with rural, suburban, and urban needs.

- Demonstrates agility, adaptability, and the ability to guide teams through change, growth, and evolving models of service.

Preferred Qualifications & Leadership Attributes

- **Food Bank Leadership Experience:** 5+ years of leadership experience within food banking or affiliated hunger-relief organizations.
- **Advocacy & External Relations:** Demonstrated success in advocacy efforts with established relationships across local, state and federal stakeholders, policymakers, and community partners.
- **Community Commitment:** Deep understanding of and commitment to southwest Missouri and the Ozarks region.
- **Media & Public Presence:** Proven ability to serve as a visible spokesperson; comfortable engaging across live, digital, and traditional media platforms.
- **Financial Leadership:** Demonstrated experience in budgeting oversight and the ability to interpret and manage nonprofit financial statements.

Compensation and Benefits

Compensation for this role is expected to range from \$150,000 to \$210,000 commensurate with experience. This position also includes a comprehensive benefits package.

Contact

To express interest in this role, please submit a cover letter and executive resume to our Search Committee at ofhjobs@ozarksfoodharvest.org.

This job description does not list all the duties of the position and is not a contract for employment. Employees may be required to perform other duties. Ozarks Food Harvest reserves the right to modify this job description at any time. Employment with Ozarks Food Harvest is at will and may be terminated by either the employee or the organization at any time, with or without cause or notice.

