



## HUNGER TASK FORCE, INC. POSITION DESCRIPTION

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**Position Title: Community Nutrition Program Organizer**

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**Department: Advocacy**

**Reports To: Advocacy Director**

**FLSA Status: Exempt**

**General Function:** The Community Nutrition Program Organizer is responsible for advancing the anti-hunger public policy agenda of the Advocacy Department for the Summer Food Service Program (SFSP), the Child and Adult Care Food Program (CACFP) and Summer Electronic Benefit Transfer S-EBT. Serving as a Wisconsin based issue expert on these two federal nutrition assistance Programs the Community Nutrition Program Organizer will work to increase participation in these programs through outreach, organizing, education and administrative troubleshooting and public policy change. The Community Nutrition Program Organizer will collaborate with the Department of Public Instruction, Department of Health Services, USDA/FNS, school districts, child and adult day cares, meal providers and other allies for the purpose of eliminating barriers to enrollment and participation and to ease administrative burdens for providers with an overarching goal of ending childhood hunger in Wisconsin.

**Essential Duties and Responsibilities** include the following. Other duties may be assigned.

- Demonstrate leadership as an issue expert on the SFSP, CACFP and S-EBT.
- Oversee implementation of SFSP “Milwaukee Model.”
- Improve program participation in non-congregant feeding options in rural Wisconsin.
- Utilize data and research to develop and implement ongoing multi-year strategies to improve SFSP, CACFP and S-EBT participation in Milwaukee and Wisconsin.
- Provide a program of outreach education to school districts, hunger councils and community leaders in communities with historic low enrollment/participation with a goal of increasing participation.
- Create and disseminate formative documents and official correspondence, including annual program performance reports for dissemination to key community-based decision makers.
- Organize informational meetings with targeted decision makers and advocates, adopting ongoing multi-year strategies to develop improved program participation.

- Connect day care providers with high quality meal providers.
- Identify barriers to program participation and collaborate with the Development Team on infrastructure needs that support program participation.
- Increase the total number of CACFP participating organizations through progressive and consistent outreach to day cares, homeless shelters and after school programs.
- Provide or arrange for technical assistance. Introduce potential sponsors and providers of programs to corresponding staff at the Department of Public Instruction, the Department of Health Services, and the USDA Midwest Regional Office.
- Identify and uphold best practices from other communities (including out-of-state projects with the potential for replicability.)
- Represent Hunger Task Force in the broader community and with national peer organizations.
- Maintain accessible, up to date record keeping of work progress.
- Interact with donors to Community Nutrition Programs providing personal and timely support.
- Perform other duties as assigned.

### **Supervisory Responsibilities**

Directly supervises summer meals interns. Fulfills supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, effectively recommending hiring and promotions, employees training; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

### **Competencies**

To perform the job successfully, an individual should demonstrate the following competencies:

Diversity - Shows respect and sensitivity for cultural differences; Educates others on the value of diversity; Promotes a harassment-free environment; Builds a diverse workforce.

Ethics - Treats people with respect; Keeps commitments; inspires the trust of others; Works with integrity and ethically; Upholds organizational values.

Analytical - Synthesizes complex or diverse information; Collects and researches data; Uses intuition and experience to complement data; Designs workflows and procedures.

Problem Solving - Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions; Works well in group problem solving situations; Uses reason even when dealing with emotional topics.

Project Management – Develops project plans; Coordinates projects; Communicated changes and progress; Completes projects on time and budget; Manages project team activities.

Technical Skills – Assess own strengths and weaknesses; Pursues training and development opportunities; Strives to continuously build knowledge and skills; Shares expertise with others.

Interpersonal Skills - Focuses on solving conflict, not blaming; Maintains confidentiality; Listens to others without interrupting; Keeps emotions under control; Remains open to others' ideas and tries new things.

Oral Communication - Speaks clearly and persuasively in positive or negative situations; Listens and gets clarification; Responds well to questions; Demonstrates group presentation skills; Participates in meetings.

Written Communication - Writes clearly and informatively; Edits work for spelling and grammar; Varies writing style to meet needs; Presents numerical data effectively; Able to read and interpret written information.

Teamwork - Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Contributes to building a positive team spirit; Puts success of team above own interests; Supports everyone's efforts to succeed.

Strategic Thinking - Develops strategies to achieve organizational goals; Understands organization's strengths & weaknesses; Analyzes market and competition; Identifies external threats and opportunities; Adapts strategy to changing conditions.

Change Management - Develops workable implementation plans; Communicates changes effectively; Builds commitment and overcomes resistance; Prepares and supports those affected by change; Monitors transition and evaluates results.

Leadership - Exhibits confidence in self and others; Inspires and motivates others to perform well; effectively influences actions and opinions of others; Accepts feedback from others; Gives appropriate recognition to others.

Visionary Leadership - Displays passion and optimism; Inspires respect and trust; Mobilizes others to fulfill the vision; Provides vision and inspiration to peers and subordinates.

Managing People - Includes staff in planning, decision-making, facilitating and process improvement; Takes responsibility for subordinates' activities; Provides regular performance feedback; Develops subordinates' skills and encourages growth; Solicits and applies customer feedback (internal and external); Fosters quality focus in others; Improves processes, products and services; Continually works to improve supervisory skills.

Quality Management - Looks for ways to improve and promote quality; Demonstrates accuracy and thoroughness.

Customer Service – Manages difficult or emotional customer situations; Responds promptly to customer needs; Solicits customer feedback to improve service; Responds to requests for service and assistance; Meets commitments.

Organizational Support - Follows policies and procedures; Completes administrative tasks correctly and on time; supports organization's goals and values; Benefits organization through outside activities; Supports affirmative action and respects diversity.

Professionalism - Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of their status or position; Accepts responsibility for own actions; Follows through on commitments.

Quality - Demonstrates accuracy and thoroughness; Looks for ways to improve and promote quality; Applies feedback to improve performance; Monitors own work to ensure quality.

Quantity - Meets productivity standards; Completes work in timely manner; Strives to increase productivity; Works quickly.

Safety and Security - Observes safety and security procedures; Determines appropriate action beyond guidelines; Reports potentially unsafe conditions; Uses equipment and materials properly.

Adaptability - Adapts to changes in the work environment; Manages competing demands; Changes approach or method to best fit the situation; Able to deal with frequent change, delays, or unexpected events.

Attendance/Punctuality - Is consistently at work and on time; Ensures work responsibilities are covered when absent; Arrives at meetings and appointments on time.

Dependability - Follows instructions, responds to management direction; Takes responsibility for own actions; Keeps commitments; Commits to long hours of work when necessary to reach goals; Completes tasks on time or notifies appropriate person with an alternate plan.

Initiative - Volunteers readily; Undertakes self-development activities; Seeks increased responsibilities; Takes independent actions and calculated risks; Looks for and takes advantage of opportunities; Asks for and offers help when needed.

**Qualifications** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

### **Education and/or Experience**

Bachelor's degree (B. A.) from four-year College or university.

### **Language Skills**

Ability to read, analyze, and interpret the most complex documents including business periodicals, professional journals, technical procedures, or governmental regulations. Ability to respond effectively to the most sensitive inquiries or complaints. Ability to write reports, business correspondence, and procedure manuals. Ability to make effective and persuasive speeches, presentations, and respond to questions on controversial or complex topics from groups of managers, clients, customers, and the general public.

### **Mathematical Skills**

Ability to calculate figures and amounts such as discounts, interest, commissions, proportions, percentages, area, circumference, and volume. Ability to apply concepts of basic algebra and geometry.

### **Reasoning Ability**

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

### **Computer Skills**

To perform this job successfully, an individual should have knowledge of Contact Management systems; Project Management software; Spreadsheet software and Word Processing software.

**Certificates, Licenses, Registrations**

Valid Driver's License.

**Other Skills and Abilities**

Bilingual Spanish preferred. Ability to speak in front of diverse audiences authoritatively and with confidence.

**Other Qualifications**

Significant local travel required - must have a reliable vehicle.

**Physical Demands** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this Job, the employee is regularly required to talk or hear. The employee is frequently required to sit. The employee is occasionally required to stand, walk, and use hands to finger, handle, or feel. The employee must occasionally lift and/or move up to fifty pounds. Specific vision abilities required by this job include close vision, distance vision and color vision.

**Work Environment** The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this Job, the employee is occasionally exposed to wet and/or humid conditions, moving mechanical parts and outside weather conditions. The noise level in the work environment is usually quiet.

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**Salary Range: \$50,000-\$65,000**