

Job Title: Director of Healthy Food Incentives

Reports To: Managing Director

FLSA Status: Exempt

Benefits Eligible: Yes

Location: Denver, Colorado (Currently Remote/In Office Hybrid)

Position: Full Time

Salary: \$70,562 annual salary plus a comprehensive benefit package including: health, dental, and vision insurance, life insurance, short- and long-term disability, 401K match, flexible spending accounts, substantial PTO, monthly mental health day, and \$50 monthly work-from-home stipend.

Summary: This Director ensures the strategic implementation of Nourish Colorado's strategies related to Healthy Food Incentives: Double Up Food Bucks, Colorado Nutrition Incentive Program, and the WIC Farmers Market Nutrition Program. In partnership with the Managing Director and Nourish Colorado's contract lobbyists, the Director also leads the execution of Nourish Colorado's healthy food incentive priority policies, primarily at the state level but including engagement around federal policy as well. The position involves program management and budget oversight, and policy-related grassroots development and supporting the organization's state legislative agenda. The Director provides supervision to the Double Up, CNIP, and Community Food Navigator Managers (the Healthy Food Incentives Team). The position offers an exciting opportunity in an organization committed to systemically changing the food system to ensure equitable distribution of nutritious food to all Coloradans.

Primary roles and responsibilities will include:

Healthy Food Incentives Strategy (65%)

- Overall strategy support for Healthy Food Incentive team and various healthy food incentive initiatives; Identify and expand next steps for incentives initiatives
- Assess and integrate partnerships and resources across various incentive programs so that they coordinate and leverage each other
- Supervise HFI team; Develop and manage full-team weekly or biweekly agendas; Identify and drive team strategy
- Attend national conferences and present Nourish incentives work nationally; Bring in national best practices to inform Nourish Colorado's work
- Track challenges and opportunities across the state in order to identify policy priorities
- Track and manage incentive budgets overall to monitor what funds can be allocated to which projects
- Work with grant writer to develop grant proposals for funding existing and new initiatives
- Manage program evaluation processes and contractors
- Manage other incentives contractors
- Support additional Nourish food systems initiatives through research, convening, and analysis



- Work with Communications staff to request and approve communication strategies to promote incentive programs
- Develop content as needed for newsletters, blogs, and social media, with support of Comms staff

Policy Development and Advocacy (25%, fluctuates throughout the year; will increase during state legislative session)

- In partnership with the Managing Director and the Director of Healthy Food in Institutions, assist in developing and implementing Nourish Colorado's state and federal policy platform
- Develop content for state bills
- Assess and identify content from partners that could inform Nourish Colorado's agenda
- Work closely with lobbyists; meet at least weekly during the legislative session; At least monthly other times of year
- Participate in weekly Blueprint to End Hunger State Policy meetings and participate in supporting partner bills
- Co-manage the Nourish Advisory Board with the Director of Healthy Food in Institutions; Represent healthy food incentives interests and activities on NAB

Financial Management & Budgeting (10%)

- Program oversight, including budget development and management, for the Double Up Food Bucks program, the Colorado Nutrition Incentive program, and any other Healthy Incentive program that may be developed.
- Collaborate with the agency's financial consultants to develop CNIP and Double Up's budgets for the fiscal year
- Assist financial consultants and the Director of Business & Operations in the creation of monthly invoices
- Track and approve monthly expenditures for CNIP and Double Up to submit to accounting

Experience & Qualifications:

- Experience with managing one or more produce incentive initiatives
- Minimum three years of proven project management experience
- Strong technology skills; experience with Electronic Benefit Transfer (EBT) systems and Point of Sale technology strongly preferred
- Familiarity with SNAP, WIC, and federal food assistance programs; Either lived experience or managerial/programmatic experience
- Supervisory experience
- Strong ability to adapt and be nimble in new and changing situations
- Ability to effectively communicate with multiple team members, partners, and stakeholders
- Advanced skills with Microsoft Office (Excel, Outlook, Power Point)
- Experienced in meeting facilitation and coordination
- Excellent interpersonal skills and collaborative working style



- Demonstrated experience working with communities facing systemic inequities
- Conscientious approach to problem identification and resolution
- Basic financial acumen
- Available for statewide travel
- Spanish proficiency preferred

About Nourish Colorado

Through advocacy for strong policies, implementation of statewide initiatives, and partnerships with communities, state, and national organizations, Nourish Colorado works to ensure all Coloradans have equitable and abundant access to nutritious foods from a resilient food system.

Our core values are:

1. Access to nourishing food is a basic human right.
2. A person's ability to feed themselves and their households all the nourishing food they want should not be determined by economic conditions, race or ethnicity, or where they live.
3. Food systems must be transformed to work best for those who have been and are intentionally marginalized in order to create lasting and sustainable change for all.

Please read more about these values and our organizational commitments here:
<https://nourishcolorado.org/about/>.

Nourish Colorado is committed to recruiting and supporting a diverse workforce that is representative, at all job levels, of the communities we serve. We promote a culture of inclusiveness, respect, communication and understanding. Nourish Colorado is dedicated to equal employment opportunities and prohibits unlawful discrimination against applicants or employees based on race, color, national origin, ancestry, creed, religion, sex, age, disability, genetic information, veteran status, sexual orientation, marital status, gender expression or any other characteristic protected by state or local law.

Please submit your resume/CV, a cover letter describing your interest, and three references to Devin Porch at devin@nourishcolorado.org no later than EOD MONDAY APRIL 11th.

