



JOB POSTING

Vice President of Culinary

ABOUT US

Inter-Faith Food Shuttle envisions a hunger free community. We feed our neighbors, teach self-sufficiency, grow healthy food, and cultivate innovative approaches to end hunger. As a member of Feeding America, the Food Shuttle distributes over 9 million pounds of food per year, 37% of which is fresh produce. From Grocery Bags for Seniors, Backpack Buddies, and School Pantries; to Community Health Education and Mobile Markets; Catering and Culinary Job Training; and Community Gardening and a 14-Acre Farm; we go directly to the point of need to empower people and overcome the burden of hunger.

The Vice President of Culinary will play a pivotal role in Inter-Faith Food Shuttle's mission, leveraging the organization's diverse staff, extensive experience, and commitment to addressing food insecurity at its core. As the organization enters a critical phase of growth, we seek a visionary leader with a passion for culinary excellence and social impact.

The VP of Culinary will develop and execute innovative culinary strategies that not only meet the nutritional needs of our community but also promote dignity and empowerment through food. They will lead a team dedicated to creating meals that nourish both body and soul, utilizing locally sourced ingredients and culturally diverse recipes to address the unique needs of our diverse population.

In addition to overseeing kitchen operations, menu planning, and food distribution initiatives, the VP of Culinary will be a key ambassador for Inter-Faith Food Shuttle, fostering partnerships with local farmers, food producers, and community organizations to further our mission. They will also collaborate closely with our development team to leverage culinary programming as a catalyst for fundraising and community engagement.

This role presents a unique opportunity to make a tangible difference in the lives of thousands of individuals and families in North Carolina. The ideal candidate will bring a combination of culinary expertise, leadership acumen, and a deep commitment to social justice.

DUTIES AND RESPONSIBILITIES

- Supports the attainment of organizational goals by reviewing results of satisfaction surveys, assisting the COO in achieving Strategic objectives, participating in the IFFS senior leadership team, facilitating marketing and development efforts, communicating and delivering program objectives to the community at large, training directors to maintain quality standards for culinary excellence, food safety, service, education, finances, and educational curriculum.
- Provides day-to-day human resource leadership by selecting, orienting, training, assigning, scheduling, coaching, counseling, and disciplining department directors; communicating job expectations; planning, monitoring, and appraising job contributions; recommending compensation actions; enforcing and adhering to HR policies and procedures.

- Manage the successful overall operations of all culinary services by acting as organizational contact with the public, conducting assessments, overseeing and conferring with department heads on operations, holding all staff accountable for performance standards, and ensuring that quality standards for all Food Shuttle outputs are met.
- Ensures compliance with Federal, State, and local regulations for the preparation, service, and nutritional content of food by acquiring and maintaining up-to-date knowledge of applicable food preparation and service requirements, assuring implementation of procedures and training programs designed to satisfy these requirements, conducting periodic audits, and initiating corrective action as needed.
- Effective budgeting and resource management skills are necessary for optimizing kitchen operations and controlling costs. The VP of Culinary should be able to develop and manage budgets, negotiate vendor contracts, and identify cost-saving opportunities without compromising quality.
- Guides IFFS strategic direction by providing critical analysis and evaluation of future and current culinary operations and projects, conducting a periodic strategic planning effort in cooperation with department directors, navigating the organization in its community position, presence and reputation.
- Ensures safe work areas by complying with all OSHA, health, and sanitation regulations and requirements including, but not limited to, the implementation of safety, hazardous communication, fall prevention, and bloodborne pathogen programs, conducting accident/injury investigations, providing new employee orientation, and required in-service training.
- Meets educational goals of program by coordinating with local colleges for curriculum support, maintaining training and certifications in culinary arts by attending applicable compliance, health, safety, performance, and environmental training, maintaining program standards as set forth by American Culinary Federation (ACF), Feeding America, and Catalyst Kitchens including conducting an annual third-party audit.
- Supports organizational operations within financial constraints by assisting the Directors in preparing the annual operating and capital budgets and meal price points, providing budget information as requested, reviewing financial reports, identifying causes for budget variances, and assuring corrective action.

QUALIFICATIONS

- 7 years of industry experience with 5 years of culinary leadership experience
- ServSafe Certified
- Professional Chef Foundation (PCF) alumni preferred.
- Goof computer skills: Microsoft Office and ability to quickly learn and master in-house computer software programs.
- Excellent teamwork, interpersonal, and relationship building skills.
- Ability to work with diverse groups and individuals.
- Demonstrated ability to communicate orally clearly, concisely, and effectively and in writing.
- Ability to meet deadlines and produce results in a fast-paced and challenging environment.

CORE COMPETENCIES

The core competencies for a Vice President of Culinary encompass a blend of culinary expertise, leadership skills, and a deep understanding of social impact. Here are some key competencies typically required for this role:

- **Culinary Excellence:** A VP of Culinary should possess advanced culinary skills, including proficiency in cooking techniques, menu planning, food presentation, and recipe development. They should have a keen palate and a passion for creating delicious and innovative dishes.
- **Leadership:** Strong leadership abilities are essential for overseeing kitchen operations and managing a team of culinary professionals. The VP of Culinary should be able to inspire, motivate, and mentor staff members, fostering a positive and collaborative work environment.

- **Strategic Planning:** The ability to develop and execute culinary strategies aligned with the organization's mission and goals is crucial. This includes identifying opportunities for culinary innovation, optimizing kitchen efficiency, and ensuring the delivery of high-quality meals to those in need.
- **Cultural Competency:** Understanding and respecting the cultural diversity of the community served is essential for creating inclusive culinary programs and menus. The VP of Culinary should be culturally sensitive and capable of adapting menus and culinary practices to meet the diverse needs and preferences of the target audience.

WORKING CONDITIONS

The working conditions for a Vice President of Culinary can vary depending on the organization and its specific needs, but there are some common elements that can be expected:

Much of the VP of Culinary's time is spent in the kitchen overseeing culinary operations. This environment can be fast-paced, dynamic, and physically demanding, requiring standing for extended periods, lifting heavy objects, and working in hot and humid conditions.

Culinary leadership positions often involve non-traditional hours, including early mornings, late evenings, weekends, and holidays. The VP of Culinary may need to be present during peak meal preparation times and special events, which can require flexibility in scheduling.

PHYSICAL REQUIREMENTS

- Ability to lift, move, and push up to 50 pounds
- Able to walk, sit, stoop, squat, etc.
- Able to stand for long periods of time
- Able to communicate effectively both orally and in writing
- Visual acuity

EEO and Everify

Equal Employment Opportunity (EEO) [Inter-Faith Food Shuttle] provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity.

ADA Compliant: [Inter-Faith Food Shuttle] is committed to providing access, equal opportunity and reasonable accommodation for individuals with disabilities in employment, its services, programs, and activities. To request reasonable accommodation, contact [HR department].

Inter-Faith validates the right to work using E-Verify. Inter-Faith will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each new employee's Form I-9 to confirm work authorization.

DIRECT REPORTS

Assistant Culinary Director, Culinary Apprentice Program Manager

COMPENSATION & BENEFITS Pay Range: \$85,000- \$90,000 annually based on qualifications and experience. Benefits include medical, dental, life, and long-term disability insurance. Simple IRA retirement plan with matching contribution. Paid Time Off (PTO) and ten (10) paid holidays.

TO APPLY

Please send **resume and cover letter** to recruiter@FoodShuttle.org

Inter-Faith Food Shuttle is an Equal Opportunity Employer. We respect and seek to build a team of individuals from diverse cultures, perspectives, skills and experiences.