



Job Posting: Executive Director

About the Organization

The Augusta Food Bank (AFB) is a leading nonprofit organization dedicated to eliminating hunger in the greater Augusta and surrounding communities. Established in 1981, the AFB moved into its current, state-of-the-art facility in November 2017. Recognized for innovative programming and creating a culture that focuses on providing outstanding customer service, we have more than doubled our capacity since 2020 in both food sourcing and distribution. Today, the AFB serves the equivalent of 1,000,000 meals annually to more than 2,500 customers each month through our four leading distribution programs.

With an annual operating budget of \$3.5MM (\$3MM in donated food; \$500K in funds raised), the AFB has no debt, along with recently established endowment and capital reserve accounts. With 5 employees and more than 100 active volunteers who contribute 12,000+ hours each year, their efforts have allowed us to meet the needs of our growing customer base.

Serving as the Executive Director is an opportunity to change lives every day. Through visionary leadership, community partnerships, and a commitment to fighting hunger, the Executive Director helps to ensure that individuals and families have access to nutritious food while strengthening the entire community. As Executive Director, you will unite volunteers, donors, partners, and staff around a shared mission of ensuring that no one in our community goes hungry, while creating meaningful and lasting change in countless lives.

Position Summary

With the pending retirement of our current leader, the Executive Director, reporting to the Board of Directors, serves as AFB's chief executive officer while being responsible for overall leadership, strategy, financial management, operations, fundraising, and community engagement. The Executive Director ensures organizational effectiveness, financial sustainability, and alignment with Feeding America and Good Shepherd Food Bank standards, while serving as the organization's primary ambassador to community, corporate, government, and nonprofit partners.

Key Responsibilities

- Provide strategic direction and leadership to the organization
- Develop and implement plans to achieve organizational goals and objectives
- Lead fundraising efforts to secure necessary resources
- Oversee financial management and budgeting processes
- Foster positive relationships with key stakeholders, including donors, partners, board, staff, volunteers, and community members
- Manage staff and provide guidance, support, and leadership to team members
- Coordinate the AFB's communications and marketing efforts with various mediums

Qualifications

- Bachelor's degree or equivalent experience in business, nonprofit management, or related field
- Three to five years leadership experience in a similar role, including leading and managing a team
- Extensive experience in strategic planning and implementation
- Strong financial management skills, including budget development and investment oversight
- Demonstrated success in fundraising and resource development
- Excellent interpersonal and communication skills
- Proficiency in organizational development and change management
- Experience working with a board of directors
- Work requires the ability to lift/move food items, sit at a computer workstation, and operate company vehicles.
- Passion for AFB's mission and commitment to making a positive impact in the community
- Ability to pass criminal background, sex offender, and credit checks
- Must have a current valid driver's license

Compensation and Benefits

Salary range for this position: \$100,000 - \$125,000, commensurate with experience. Benefits: Paid Earned Time (vacation, sick, personal), Simple IRA Retirement Plan with employer match, Paid dental & vision insurance, monthly health insurance stipend.

The Augusta Food Bank is an equal opportunity employer.

Interested candidates should submit a cover letter and resume to

SearchCommittee@augustafoodbank.org

Applications will be accepted through 5:00 p.m., September 21, 2026. Applications will be reviewed as they are received, with the goal of holding initial interviews at the beginning of October.