



Search For Executive Director

Feeding New York State

Albany, New York



About Feeding New York State

Feeding New York State (FNYS) is the state association for New York's food banks who are affiliated with Feeding America, working to strengthen, unite, and advocate for a network dedicated to eliminating hunger across the state. Through strategic partnerships, policy advocacy, and resource mobilization, FNYS helps ensure that food banks statewide have supplemental resources to provide nutritious food to those in need. FNYS is governed by a Board of Directors composed of the Chief Executive Officers of New York's ten food banks.

- [FeedMore WNY](#) serving Cattaraugus, Chautauqua, Erie, and Niagara counties
- [Foodlink](#) serving Allegany, Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming and Yates counties
- [Food Bank of the Southern Tier](#) serving Broome, Chemung, Schuyler, Steuben, Tioga and Tompkins counties
- [Food Bank of Central New York](#) serving Cayuga, Chenango, Cortland, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, and St. Lawrence counties
- [Regional Food Bank](#) with distribution centers in Albany County and Orange County serving Albany, Clinton, Columbia, Delaware, Dutchess, Essex, Franklin, Fulton, Greene, Hamilton, Montgomery, Orange, Otsego, Putnam, Rensselaer, Rockland, Saratoga, Schenectady, Schoharie, Sullivan, Ulster, Warren, and Washington counties
- [Feeding Westchester](#) serving Westchester County
- [Island Harvest Foodbank](#) serving Nassau and Suffolk counties
- [City Harvest](#) serving New York City
- [Long Island Cares, Inc.](#) serving Nassau and Suffolk counties
- [Food Bank for New York City](#) serving New York City



About Feeding New York State

OUR MISSION: To lead a unified effort for a hunger-free New York State.

What We Do

Feeding New York State leads the work to end hunger by:

- Supporting the ten food banks of New York State by managing statewide grants
- Sourcing food for our food banks
- Partnering with farmers and the food industry to encourage donations
- Fostering relationships with government at all levels
- Partnering with other anti-hunger organizations to ensure every community in New York state has access to good, healthy food
- Educating the public on hunger issues
- Researching and sharing best practices among food banks

What Is a Food Bank?

A food bank is a charitable organization that acquires, sorts, stores and distributes food to various community hunger prevention organizations. These community groups include food pantries, soup kitchens, homeless shelters, after school nutrition programs and a variety of other emergency food relief organizations. The Food Banks of New York State provide millions of pounds of food to New York's food insecure each year, through thousands of hunger prevention programs. Without the food bank network, these programs would face food and resource shortages, leaving millions of people hungry.



Where Food Banks Get Their Food

Food banks get their food through donations, salvaged products, and purchases. Donations come from large and small donors alike – from individuals, small community food drives, New York farmers and private companies. Often times food banks are given salvage food items that are only superficially damaged, meaning that the food is perfectly edible, but the packages or cans may have some cosmetic damage. Food banks also receive surplus commodities from the federal government (USDA) and aid from New York State’s Hunger Prevention and Nutrition Assistance Program (HPNAP) that assist in the direct purchase of nutritious food, dairy products, and fresh fruits and vegetables. While we do receive help from these large organizations, our main support comes from thoughtful people who donate time, food and money.

Feeding New York State’s Main Program Areas

Food Recovery: With our obligations under the NYS Food Donation and Food Scraps Law we work together to feed our hungry neighbors and keep food waste out of landfills.

Dairy: The Boundless Collaboration is increasing access to dairy items for our neighbors in need.

Grants: Feeding New York State currently administers numerous grants from New York State, Feeding America, private foundations, and individuals.

Our Partners Include

Farmers & Food processors, Elected Officials, Philanthropists & Foundations, Donors, Volunteers & Advocates, and Hunters & Venison Processors.



The Opportunity

Position Summary

The **Executive Director** will build on FNYS's strong foundation by fostering deeper collaboration among its member food banks, expanding resources, and helping to ensure the network's long-term sustainability. This leader will champion policy initiatives built on the priorities of its ten members at the state and federal levels, cultivate relationships with funders and corporate partners, and strengthen statewide food distribution programs. The role requires a leader who excels at building trust and navigating policy, advocacy, and partnerships.

The ideal candidate will be equally comfortable engaging with legislators, government agencies, philanthropic organizations, and corporate partners, as well as working alongside food bank leaders to address complex challenges and build consensus among its members. In addition, the Executive Director will focus on strengthening FNYS's internal infrastructure to support sustainable growth and lasting impact. With a network built on trust, collaboration, and shared purpose, FNYS's next Executive Director must forge strong relationships with elected officials, state agencies, and private sector partners to advance a cohesive statewide strategy which reflects a vision agreed upon by the ten-member food banks. Reporting directly to the Chair of the FNYS Board of Directors, the Executive Director will also lead a strategic evaluation of the organization's systems, investments, and service delivery to ensure FNYS remains fiscally sustainable and responsive to the evolving needs of its member food banks and the communities they serve.

This is a unique opportunity for a bold, resourceful leader to drive impact at the state level and position FNYS as a national model for food security and partnership-driven solutions. The Executive Director will be based in the greater Albany area.

The Opportunity

Key Responsibilities

The Executive Director's responsibilities include, but aren't limited to, the following:

Leadership and Strategic Planning

- Collaborate with all the members of the Board of Directors to develop and implement a strategic plan that aligns with FNYS's mission and values.
- Lead the organization in setting clear goals and measurable objectives; track progress and adapt strategies to achieve long-term impact.
- Cultivate a culture of collaboration and accountability in partnership with the Board, encouraging shared ownership of organizational goals among FNYS staff, board members, and member food banks.
- Ensure clear, consistent and regular communication and engagement with internal and external stakeholders to align efforts and priorities.
- Foster a leadership approach that promotes collaboration, professional growth, and a positive organizational and member driven culture.
- Navigate the unique dynamics of a membership-driven organization to effectively achieve programmatic and strategic objectives.
- Maintain active membership in organizations that support the missions of FNYS and New York's food banks, including Feeding America.
- Represent New York's member food banks at conferences and meetings, as approved by the ten members of the Board of Directors.
- Collect, analyze, and maintain statewide statistics and data related to food banks and hunger; manage records of food bank activities and share insights for use in presentations. Represent New York's member food banks at conferences and meetings, as approved by the ten members of the Board of Directors.
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- Advise and collaborate closely with the Board of Directors and its committees, ensuring that assigned tasks are carried out and key decisions are supported and agreed upon via board consensus. Serve as an ex officio member of the Board.

The Opportunity

Key Responsibilities

Advocacy and Community Awareness

- Collaborate with hunger-relief partners and engage in relevant social justice and anti-poverty coalitions and networks to advance a shared agenda based on a shared board vision.
- Engage effectively with New York State's legislature and state agencies to advance policies and initiatives that support the mission of FNYS and its member food banks.
- Serve as the lead legislative advocate for the Association.
- Monitor state and federal legislation, as well as administrative actions, that may impact member food banks, partner agencies, or New Yorkers relying on the emergency food network.
- Collaborate with the Advocacy Committee to develop and implement an annual legislative agenda at both the state and federal levels which is reflective of the shared priorities of all its member food banks and grounded in long-term strategies and sustainability.

Fundraising and Relationship Management

- Cultivate and nurture relationships with a diverse array of external stakeholders, including donors, prospective donors, policymakers and others to advance the organization's mission and financial sustainability.
- Collaborate with the Board to develop and implement strategies that diversify funding sources and revenue streams, ensuring the organization's long-term financial health.
- Serve as the primary spokesperson for FNYS in media interviews and public speaking engagements, effectively representing the organization's mission and impact.
- Act as the primary liaison with funding sources, helping to secure and steward resources for the network and supporting member food banks in their efforts to ensure all New York State families have access to the food they need.

Finance

- Collaborate with the Finance Committee to develop and recommend an annual operating budget for Board approval.
- Prepare and present bi-monthly financial reports in partnership with the Finance Committee, comparing actuals against the previous year's performance and the approved budget.
- Ensure completion of a clean annual audit in coordination with an external auditor.
- Manage the organization's resources in alignment with the approved budget and ensure ongoing fiscal management with the goal of revenue streams to ensure financial independence and in compliance with all applicable laws and regulations.
- Develop creative strategies for sustainable funding and equitable resource distribution across the statewide member food bank network.
- Demonstrate knowledge of state contracts, procurement processes, and federal nutrition programs.

The Opportunity

Key Responsibilities

Human Resources Management

- Lead efforts to recruit, develop, and retain a diverse, high-performing team, with a focus on professional growth and organizational effectiveness.
- Foster an inclusive and supportive work environment that values diversity and promotes a strong sense of belonging.
- Supervise and manage all organizational staff, ensuring alignment with FNYS's mission, values, and performance expectations, and ensuring that in leading by example, all team members strive to provide strategic, responsive, respectful support to all ten food banks, their leadership, their teams, and the communities they serve.

Other Responsibilities

- Plan and schedule quarterly Board meetings with adequate advance notice to strive for the goal of most, if not all, board members participating.
- Organize an annual meeting to review programs, progress, and member benefits with the full Board of Directors.
- Provide oversight and strategic guidance for the organization's social media accounts based on communication standards agreed to by its member food banks.
- Demonstrate resourcefulness and the ability to work independently in a small-staff environment.
- Maintain flexible availability to attend meetings, advocacy events, and community speaking engagements that support outreach and partnership development.
- Functional work ability in QuickBooks, Microsoft 365, Teams, and Excel or the ability to learn these and other requisite software.
- Perform all other duties as assigned and approved by the consensus of the members of the Board of Directors.



Candidate Profile

Executive Director

The ideal candidate will have the following professional and personal qualities, skills, and competencies:

- Demonstrated ability and sensitivity to understand and appreciate diverse perspectives from board members, partner organizations, and community stakeholders, with a strong awareness of their needs and how to foster collaborative partnerships.
- Strong communication skills, with the dedication and ability to respond promptly and effectively to inquiries from all members of the Board, FNYS staff, food bank staff, and community members.
- Proven ability to present information comprehensively, candidly, clearly and persuasively to senior leadership, public audiences, and the Board of Directors.
- Experience in interviewing, hiring, training, and supervising staff; assigning tasks; evaluating performance; addressing concerns; and resolving issues constructively.
- 3–5+ years of experience as an Executive Director, CEO, or in a senior leadership role within a nonprofit organization.
- Bachelor's degree in Nonprofit Management, Business Administration, Public Administration, or a related field required.
- Proven experience in general management, including staff supervision, performance coaching, team development (including oversight of consultants), strategic planning, and budget management.
- Demonstrated success working with a Board of Directors and the ability to cultivate and strengthen relationships with and between board members.
- Deeply credible and meaningful work experience in the food systems/ food industry space.
- Strong advocacy background, with working knowledge of the New York State legislative and budget process.
- Exceptional written, verbal, and interpersonal communication skills.

Candidate Profile

Executive Director

- Effective and confident public speaker.
- Ability to work independently with minimal supervision demonstrates initiative, adaptability, strong time management, and the ability to prioritize and meet deadlines in a fast-paced environment.
- Valid driver's license, reliable transportation, and current automobile insurance.

The Executive Director will be based in Albany with a minimum of 3 days per week being present and operating out of the Albany office. The Executive Director must have the ability to travel throughout New York State with occasional out of state travel.

Salary Range: \$155,000 to \$170,000

How To Apply

Feeding New York State has engaged Ascendant to help in this hire. To express interest in this role please submit a compelling cover letter and resume to MaryEllen Carlo, Director of Search Services, at mecarlo@ascendantnow.com. All inquiries and discussions will be considered strictly confidential. Resumes will be accepted through April 10, 2026.

