



**PROGRAM OFFICER
FOOD & COMMUNITY
W.K. Kellogg Foundation
Battle Creek, Michigan**

EXECUTIVE SUMMARY

The W.K. Kellogg Foundation, a leading philanthropic force helping communities create the conditions children need to thrive and the nation's fifth largest foundation, is seeking nominations and applications for the position of Program Officer for the Food & Community portfolio. In recent years the foundation has sharpened its focus on improving conditions for vulnerable children, concentrating on three key factors of success and their intersections: education and learning; food, health and well-being; and family economic security. Across these areas, the Foundation has committed to seek opportunities to promote racial equity and healing, build a critical mass of engaged, diverse community leaders, and expand the reach and influence of the philanthropic community.

The Program Officer will identify and nurture opportunities to meet the good food needs of children and families throughout the life course, including mother's milk or First Food, Early Food, School Food and Community Food. S/he will lead and oversee on-the-ground execution of program efforts to support improved local and regional food systems, to increase access to healthy, fresh, locally sourced food and physical activity environments, and to fuel a national healthy living movement. The Program Officer will develop and steward partnerships with other foundations, policymakers and stakeholders in agriculture, public health, economic development, education and community organizations across the country that are mobilizing to create new opportunity structures that benefit vulnerable children and families. Specifically, s/he will screen and recommend grants for funding; prepare funding documents; conduct site visits; manage and monitor a grant portfolio; and provide high-level technical assistance to grantees, including consultation on model development, partnership negotiations, leadership capacity building, and coaching.

The ideal candidate will be a holistic and interdisciplinary thinker firmly committed to the foundation's mission who is deeply steeped in sustainable food systems; knowledgeable in related public health implications; and has a current understanding of the broad social and economic forces surrounding food systems and access, sustainable agriculture and public health. S/he will demonstrate the ability to develop and implement impactful programs, and successfully facilitate authentic, productive dialogue within diverse communities and settings. S/he will be able to translate concept into action, stimulating direction for the program that capitalizes upon emerging opportunities. S/he will be distinguished in a relevant field of practice and will possess a strong team orientation, a high tolerance for ambiguity, the ability to adapt quickly to change, and success working effectively with persons from diverse cultural, social, and ethnic backgrounds.

The search committee is being assisted by Managing Partner Katherine Jacobs and Managing Associate Lisa Catapano of the Nonprofit Professionals Advisory Group. Application instructions are outlined at the end of this document.

HISTORY AND MISSION

In 1930, breakfast cereal pioneer Will Keith Kellogg donated \$66 million in Kellogg Company stock and other investments to launch the W.K. Kellogg Foundation dedicated “to helping people help themselves” by promoting a platform for independence and success focused on the well-being of children. The Foundation which began its noble work in Michigan had expanded internationally by the 1940s, and was breaking ground in new areas such as rural children’s health, “mainstreaming” children with disabilities, and the development of the healthcare profession. By its 50th anniversary, the Foundation was among the world’s largest private philanthropic organizations, and now in its 80th year, celebrates a legacy of over \$3 billion invested in protecting, nurturing and supporting opportunities for children.

The Foundation’s mission is carried out in multiple ways. With an emphasis on partnership, the Foundation works with those who embrace its ideals in ways that will make measurable difference. This includes sponsoring dialogue in local communities; building national networks; supporting community-based and national organizations; and working with larger coalitions to expand reach and influence in improving the lives of children. The Foundation also supplements grantmaking with mission-driven investments that enable the movement of capital into vulnerable communities, and actively shares its knowledge, expertise and resources to elevate the collective voice in support of shared causes and promoting change in public policies that impact children.

In 2007, the Foundation reviewed and refocused its work in helping vulnerable children, and realigning with W.K. Kellogg’s original intent adopted a new mission statement:

“The W.K. Kellogg Foundation supports children, families, and communities as they strengthen and create conditions that propel vulnerable children to achieve success as individuals and as contributors to the larger community and society.”

To bring this refreshed mission into action, the Foundation unveiled a new strategic framework for its programming. Previously, the organization and its grantmaking were structured around individual programming areas. In its new construct, the Foundation has sharpened its focus on improving conditions for vulnerable children, concentrating on three key factors of success and their intersections: education and learning; food, health and well-being; and family economic security. This new framework also recognizes that the active pursuit of racial equity, the eradication of structural racism, and the rigorous encouragement of civic and philanthropic engagement across all program areas are essential to the creation of a social context in which all children can thrive, particularly the most vulnerable.

The Foundation’s program continuously evolves, striving to remain innovative and responsive to the ever-changing needs of society. Today, approximately 80% of the Foundation’s annual funding is invested in the United States and 20% of overall funds are allocated between two geographic areas of Latin America and the Caribbean and southern Africa. With special interest in children who are disadvantaged by multiple societal factors, just over half of budgeted domestic dollars target three priority states: Michigan, Mississippi and New Mexico, areas with high percentages of children in poverty and through which the Foundation has opportunities to leverage and build upon past grantmaking and established partnerships for greatest impact. Remaining domestic funds are distributed nationally, spread across urban, suburban and rural communities. This sharpened focus on the nearly 30 million vulnerable children in the United States reaffirms the Foundation’s commitment to W.K. Kellogg’s original goal “...to help children face the future with confidence, with health, and with a strong-rooted security in the trust of this country and its institutions.”

FOOD PROGRAM

Access to good, fresh, locally grown food is essential for children's health and development. For nearly 80 years, the Foundation has used its voice to advocate for equitable access to good food and physical activity, and used its resources—more than \$230 million—to bring meaningful change to food systems while influencing and supporting changes in multiple conditions through the integration of its three core programmatic elements.

In late 2009, the Foundation launched Food & Community, a \$32 million program focused on creating healthy places where all children thrive. This program, dedicated to ensuring that all children have healthy first food experiences and ongoing access to nutritious, high-quality food, is designed to drive social change through a combined community/food systems approach. To that end, food-focused investments leverage community infrastructure, thereby promoting sustainable benefits for children and families and effectively informing community advocacy/policy efforts needed to advance progress in vulnerable communities. Investments are intended to improve school food systems, increase access to good food and physical activity environments, and to fuel the national healthy living movement.

Since launching its Food & Community Program, the Foundation has continued its work shaping the national healthy eating and active living movements. Through these investments, the Foundation leverages resources, expands strategic alliances and shares knowledge learned in communities about what works and what doesn't, in a continued effort to scale up community models of change. Critical movement-building investments are designed to promote unification, collaboration and knowledge share among influential philanthropic and health entities, academicians, communities, and food and agricultural professionals, activists and networks to shape the public agenda on food; strengthen, diversify and expand the community of grantmakers; spur ongoing research, innovation and support for sustainable agriculture and food systems; and change policies and environments to advance a vision of healthy people living in healthy places.

The core strategies of the Food & Community Program are designed to respond to critical nutrition and health issues confronting vulnerable children and families in their communities. The Program Officer will assist in achieving strategic and programmatic goals as follows:

- Optimize first food experiences by increasing the rate of breastfeeding and eliminating related racial and economic disparities.
- Improve food systems by engaging local leaders in communities and schools (parents and other stakeholders) to deliver healthier foods to all children and achieve related policy changes.
- Transform food deserts into food oases by increasing engagement of local communities in all aspects of food production and delivery, including related research and policy changes.
- Support innovative, place-based efforts to improve birth outcomes using both a social determinants of health and racial equity lens.

To fully integrate its work and have meaningful impact in building partnerships and better thriving communities for children, the Foundation views its work through the dual lenses of Racial Equity and Community/Civic engagement. These approaches cut across and infuse all program areas, and staff teams focus on objectives within each dimension. The focus of the Racial Equity is to undermine the root causes of the disparities that work to the disadvantage of people of color and achieve racial equity by removing present day barriers to equal opportunities. The Community/Civic Engagement approach seeks to catalyze and scale civic and philanthropic engagement across and within diverse communities to strengthen vulnerable children, families and communities. These approaches combined with the ongoing programmatic efforts serve as the key levers in driving sustainable social change.

OPPORTUNITIES AND CHALLENGES FACING THE PROGRAM OFFICER

Work at the W.K. Kellogg Foundation is both a great privilege and a great responsibility. The new Program Officer will join an extraordinary team of individuals in the Food & Community program area, passionate about improving health and well-being for all children. Reporting to the Vice President for Program Strategy, the new Program Officer will have deep expertise in sustainable food systems combined with informed understanding of related public health implications. S/he will identify and nurture opportunities for affecting positive systemic change within communities and lead on-the-ground execution of program efforts as follows:

Execute across a well-developed, clearly articulated and unified vision and direction for programming across the Foundation that is aligned with the Foundation's mission, vision and core values and addresses broad social and policy issues. Communicate strategic direction and particular funding interests to various audiences, internal and external to the Foundation, so that the Foundation honors and communicates the nation's shared fate, ensures success for children of color living in poverty and affirms the power of communities to lead and make changes in the lives of their children.

Maintain a wide breadth and depth of knowledge about trends, practices and issues relevant to building and maintaining effective food systems and access, sustainable agriculture and public health. Identify and nurture opportunities to meet the good food needs of children and families throughout the life course, including mother's milk or First Food, Early Food, School Food and Community Food. Lead and oversee on-the-ground execution of program efforts to support improved local and regional food systems; increase access to healthy, fresh, locally sourced food and physical activity environments; and fuel a national healthy living movement. Maintain deep knowledge and understanding of the sustainable food systems world, related implications in public health and of the broad social and economic forces, systems policy, models and strategies surrounding food systems and access, sustainable agriculture and public health to enhance the health and well-being of children.

Collaborate with and support prospective and existing grantees in developing funding strategies, requests and plans. Provide high-level technical assistance to grantees including conducting site visit and consulting on model development, partnership negotiations, leadership capacity building, and coaching. Provide sophisticated management and monitoring of grant portfolio including effectively screen, prioritizing and recommending grants for funding and preparing funding documents.

Develop and steward partnerships in support of creating new opportunity structures for children and families. Cultivate, forge and successfully maintain relationships with foundations, policymakers and stakeholders in agriculture, public health, economic development, education and community organizations across the nation with shared interested in mobilizing prospect frameworks for children, families and vulnerable communities. Create learning communities, cohort bodies and collaborative networks and build greater awareness of learning through collaboration, networking and cohort analysis in support of advancements in food systems and access sustainable agriculture and public health.

Build public will and awareness of issues affecting vulnerable children and families. Serve as a credible, articulate representative and spokesperson for the Foundation. Communicate the program's strategic direction and particular funding interests to various audiences, internal and external to the Foundation.

QUALIFICATIONS OF THE IDEAL CANDIDATE

The ideal candidate will be deeply committed to the Foundation's mission and will have a current understanding of both the broad social-economic, systemic forces affecting the health and well-being of children, their families and their communities and how those forces relate to healthy, sustainable food systems and access. S/he will be distinguished in a relevant field of practice, have a strong team orientation, a high tolerance for ambiguity, and the ability to adapt quickly to change. S/he will have demonstrated experience and success in working effectively with persons from diverse cultural, social, and ethnic backgrounds.

While no one person will embody all of the qualities enumerated below, the ideal candidate will possess many of the following professional and personal abilities, attributes and experiences:

- Master's degree and 8-10 years of a relevant field of practice with comprehensive knowledge in grant funding, program design and development, and high-level technical assistance.
- Deep knowledge, expertise and understanding of the broad social and economic forces, systems policy, theories, models and strategies surrounding food systems and access, sustainable agriculture and public health.
- Ability to translate concept into action and stimulate program direction that capitalizes upon emerging opportunities. Capacity to develop and implement impactful programs and effectively communicate conceptual program frameworks to grant-seekers and trustees.
- Demonstrated success in forge and stewarding partnerships with government agencies, foundations, policymakers and stakeholders in agriculture, public health, economic development, education and community organizations in support of advancement for children and families.
- Knowledge and sensitivity to effectively work with and support vulnerable communities including appreciation for historical context, discernment of relationship nuances and power dynamics, and understanding of social, racial and ethnic realities.
- Strong relationship building and communication skills. Ability to facilitate authentic, productive dialogue with diverse communities and in varied settings. Highly developed emotional intelligence and active listening skills, and the ability to use interpersonal and political skills in collaborative, diplomatic ways.
- Thorough knowledge and grasp of systems change and the ability to identify and orchestrate the levers of change. Sound judgment and the ability to make complex, multi-dimensional decisions based on both fact and experience.
- Excellent writing, editing, analytical, and oral communication skills. Ability to collect, review, synthesize, disseminate and present information and findings to broad and diverse audiences.
- Strong organizational skills and exceptional attention to detail. Ability to multitask and meet deadlines, and demonstrated resourcefulness in setting priorities. Capacity to work both independently without close oversight and a team player who will productively engage with and support others.
- An optimistic outlook and the humor, integrity, and patience necessary to work within a transformative environment.
- The ability and willingness to travel.

APPLICATIONS AND NOMINATIONS

More information about The W.K. Kellogg Foundation may be found at <http://www.wkkf.org>.

Due to the pace of this search, candidates are encouraged to apply as soon as possible, but no later than April 30, 2012. Applications including a cover letter describing your interest and qualifications, your resume (in Word format), salary history and where you learned of the position should be sent to: KF-POFC@nonprofitprofessionals.com. In order to expedite the internal sorting and reviewing process, please type your name (Last, First) as the only contents in the subject line of your e-mail.

***The W.K. Kellogg Foundation is an equal opportunity employer and proudly values diversity.
Candidates of all backgrounds are encouraged to apply.***