

## LEADERSHIP PROFILE



### Vice President, Public Business Development

### Food for the Hungry

Phoenix, AZ, Washington, DC or other U.S. location

#### A UNIQUE OPPORTUNITY

**This is a time of re-imagination and excitement at Food for the Hungry.** FH serves millions of the world's most vulnerable people, helping them overcome poverty and injustice and build resources, capacity and resilience.

**FH is transforming in its 50<sup>th</sup> year.**

New CEO [Mark Viso](#) and the FH team are leading change that builds on FH strengths. FH has a strong foundation of private support, its [Heartbeat](#) Christian values, and deep board and staff commitment to global mission. Deepening and diversifying partnerships with institutional funders is a strategic priority for the organization. The \$170 million organization seeks to increase efficiency, cohesion and resources in support of program impact in over 20 countries.



**Vice President, Public Business Development is a new position.**

The VP has a bold mandate: to architect, lead and manage FH institutional business strategy, presence and growth. FH aspires to expand, diversify and deepen its partnerships with the U.S. Government and multi-lateral organizations. The VP will lead business planning and develop relationships, processes and structures that support growth, transformation and FH-wide engagement.

**The VP will be called, with passion and humility, to envision and lead the next era of growth in FH institutional funding.**

*Our vision is to see all forms of human poverty ended worldwide.  
Our purpose is to walk together, following God's call to respond to human suffering and graduate communities from extreme poverty.*

**Public support represents close to half of FH resources.** Food for the Hungry is prioritizing investing in public business development as part of its strategic plan, with initial focus on the U.S. Government. The organization has hired a VP of Program Delivery, who will collaborate closely with this new VP to ensure outstanding on-the-ground implementation. Current institutional support is \$72.9 million, including \$11 million in government commodities, largely attributable to two major USG grants from the Bureau for Humanitarian Assistance.



Food for the Hungry is making a deep commitment to growing and diversifying institutional grants and contracts in order to impact exponentially more families and communities. **The VP and Public Business Development team will play a mission-critical role in making a difference for millions of children, families and communities.**

## THE VICE PRESIDENT MANDATE



**The Vice President of Public Business Development will be a strategic, inspiring leader able to take FH institutional presence and funding to the next level.** The VP will be experienced and networked in the world of global institutional funding, with knowledge of FH, the evolving international NGO world and the key funders. The VP will have a track record of increasing and diversifying international institutional resources, particularly with the U.S. Government.

The VP is charged with developing and leading FH institutional growth strategies across the organization. Together with the VP of Program Delivery and the Executive Team, the VP will put in place the structures, processes, teams and accountabilities essential to winning and implementing grants and contracts. The VP reports to the Chief Public Development and Strategic Resources Officer, leads the 7-member Public Business Development Team, and is part of FH leadership.

The Vice President of Public Business Development will:

- 1. Architect and lead FH institutional strategy and growth.** The VP will be a compelling leader and catalyst, within FH and as a frontline external representative. Internally, the VP will lead public funding vision and planning, creating essential structures and processes and fostering cross-FH teamwork. Through clear strategies and communications, collaboration and shared success, the VP will mobilize FH to reimagine public business development, and to transform in ways that generate exciting results. Externally, the VP will be or become a thought leader, influencer and relationship builder across the community of global institutional funders.
- 2. Grow and diversify institutional resources.** The VP will have a track record of growing international grants and contracts, with results that include 7- and 8- figure partnerships. The VP will build a multi-year strategic approach and pipeline grounded in FH quality, values and implementation. The VP will make FH a partner of choice for a growing set of U.S. Government, bi-lateral and multi-lateral funders, leveraging current and new FH strengths. FH will become a leader among international NGO's based on trusted relationships, efficient and consistent processes and program delivery, impact data and donor-focused reporting.
- 3. Build FH profile, relationships and influence.** The VP will be networked, visible and respected in international funding circles. As the frontline face of institutional funding for FH, the VP will be an influential communicator, thought leader and collaborator. The VP will have, and build upon, relevant networks, and will be expert at spotting and leveraging trends and opportunities.
- 4. Manage people, the business and change.** The VP will be an inspiring manager and team builder, and will lead a team that embraces innovation and change, works well across the organization, and seizes and creates new opportunities. The VP will live the shared [Heartbeat](#) values and lead with vision, trust, transparency and collaboration. The VP and team will elevate cross-FH understanding of the benefits and requirements of institutional partnerships, and will inspire alignment, synergies and winning collaborations that advance FH's mission.
- 5. Be a force for transformation and the future.** The VP will join FH at a time of promise and evolution, and will be a catalyst for positive cultural and organizational change. The VP will be savvy about the future of international NGO contributions and roles, and will put FH at the forefront of a rapidly-changing funding environment in which there are significant risks and opportunities. The VP will lead innovation and transformation, positioning FH to thrive in a changing world. The VP will play a significant role in the future of FH, and in its ability to help enhance the lives of the people and communities the organization serves.

## DISTINGUISHING CHARACTERISTICS OF THE CANDIDATE



**The ideal VP candidate has institutional funding knowledge, networks, leadership experience and a track record of growth in relevant international NGO contexts.** Ability to feel and convey passion for the FH mission and its [Heartbeat](#) is essential.

Personal assets being sought include:

- *Spiritual wellbeing*: Demonstrated personal Christian commitment to serving those who are challenged by poverty and marginalization, in full alignment with Food for the Hungry's Christian foundation and beliefs as expressed in our [Heartbeat](#).
- *Strategic Leadership*: Demonstrated experience working in leadership positions.
- *Relational skills*: Able to relate to, understand, appreciate and effectively communicate with people from different cultures, diverse backgrounds and perspectives and make them feel welcome, included and valued. Demonstrated appreciation for and familiarity with a relational style of work and management. Able to relate to donors with confidence. Able to build a cohesive and dynamic team.
- *Communication*: Effective oral and written communication and presentation skills.
- *Integrity*: Ability to lead with integrity, candor, honesty and sensitivity. A compelling, energizing and influential personality that engenders trust.
- *Wellbeing*: Experience developing and supporting individual and departmental wellbeing and positive employee engagement.
- *Managing change*: Substantial proven ability in successfully managing and leading organizational development and change, including culture change. Adaptive leadership skills, personal resilience and flexibility.
- *Diversity, equity and inclusion*: Substantial experience with leading, promoting and working in a diverse, inclusive, cross-cultural environment.

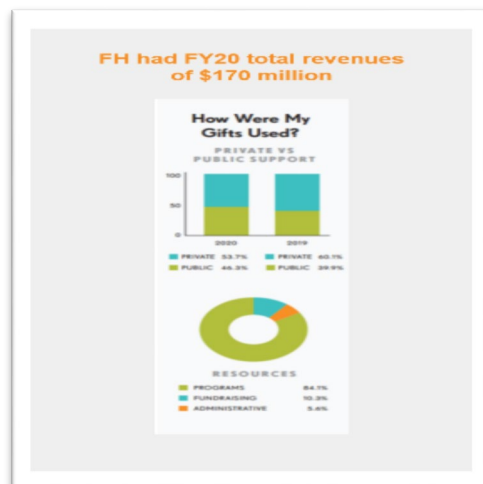


- *Organizational skills*: Excellent organizational skills; ability to plan and coordinate the efficient flow of projects and processes. Ability to develop effective strategies, structures and processes, and to engage others in creating effective approaches.
- *Analytical and critical thinking skills*: Ability to define problems, collect data, establish facts, and draw valid conclusions.

## THE ORGANIZATION

### **Food for the Hungry's work began in 1971, as Vietnamese refugees fled their war-torn country.**

FH founder Dr. Larry Ward saw thousands of children die each day from hunger-related causes. He knew he had to do something. He embarked on a lifelong mission to serve the most vulnerable people in the hardest places. Larry built the organization on a simple premise: if children die one at a time, he could help them one at a time. The name Food for the Hungry is inspired by Psalm 146:7: "He upholds the cause of the oppressed and gives food to the hungry."



**Today, FH is a \$170 million organization** working in more than 20 countries assisting 2,879 communities to become resilient and self-sufficient. In 2020, FH directly impacted over three million people through its multi-faceted food and nutrition, water and sanitation, livelihood and education programs, as well as humanitarian response to emergencies. Because 98.99% of FH staff members work in their country of origin, FH was able to pivot and continue its work throughout the pandemic.

**Guided and differentiated by its [Heartbeat](#), FH follows the example of Jesus, who saw the value and dignity of every person.** God created humankind in His own image, set apart from the rest of God's creation. This is the foundation of the intrinsic value of every human life irrespective of sex, race, age, abilities or social condition. As image bearers, humans reflect God in their capacity to create and innovate. FH believes that poverty is the result of broken relationships – our relationship with God, self, others, and the rest of creation. To end poverty requires more than just providing raw resources. The FH approach is holistic, seeking to end ALL forms of human poverty.

Therefore, FH partners with, and advocates for, the poor and marginalized without regard to race, creed or nationality. The FH [Heartbeat](#) encompasses the purpose of “responding to human suffering and graduating communities from extreme poverty.” FH responds to this through:

1. **Relief and Humanitarian Affairs (RHA).** FH responds to suffering by providing critical and lifesaving support such as food, water, shelter, education and work on the front lines of many of the world’s most complex disasters and emergencies. Recent responses include the Rohingya refugee crisis in Bangladesh, the Tigray Ethiopia crises and ongoing crises in Mozambique as well as conflicts in South Sudan and the Democratic Republic of the Congo.
2. **Child-Focused Community Transformation (CFCT).** FH graduates the communities from extreme poverty through implementation of the CFCT Program Model. CFCT is FH’s model for transformational development. At the heart of the CFCT model is the welfare of the most vulnerable population in most societies - children. The CFCT model grew out of FH’s Child Development Program and its love and care for children, FH’s expertise in multi-sectorial food security programs, and a desire to see children thrive in key relationships within healthy families and communities. FH may help a community “graduate” when it is ready, based on indicators such as health, livelihoods, education, the emergence of hope and other positive factors.



Children are the most prominent and vulnerable persons in the communities. The level to which children in a community are thriving or suffering is an excellent measure of the spiritual, social, and economic well-being of a community. Child focused does not mean activity is focused solely on children. God’s design is that the parent or guardian cares for their children supported by the church, the leaders, and others in the community. Therefore, the majority of the activities in the CFCT model are focused on the family, the community, the church and community leaders.

FH currently has programs in the following countries:

- **Latin America and the Caribbean:** Bolivia, Dominican Republic, Guatemala, Haiti, Nicaragua, and Peru
- **Asia:** Bangladesh, Cambodia, Indonesia, Philippines, Middle East, and Vietnam
- **Africa:** Burundi, Democratic Republic of the Congo, Ethiopia, Kenya, Mozambique, Rwanda, South Sudan, and Uganda

One of the most significant learnings for FH is the importance of humility, especially with those the organization is called to serve. To that end, FH program models emphasize “walking with” those in the communities FH serves, and linking arms with partners.

## THE RELATIONSHIPS

The Vice President of Public Business Development reports to Maria McCulley, Chief Public Development and Strategic Resources Officer. Direct reports currently include seven public business development professionals.

## THE LOCATION

Food for the Hungry’s headquarters are in Phoenix, Arizona. This position can be based in Washington, DC, Phoenix, or possibly another U.S. location. Ability to travel up to 25% of time, domestically and internationally, and to work in fragile contexts, countries and/or locations, is essential.

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**Food for the Hungry is an equal opportunity employer, and a diverse slate of compelling candidates is being sought.**

**For potential consideration or to suggest a prospect,  
please email**

**[FH@BoardWalkConsulting.com](mailto:FH@BoardWalkConsulting.com)**

**or call**

**Kathy Bremer, John Sparrow or Patti Kish  
at 404-BoardWalk (404-262-7392).**

**For the current status of this and other searches, please visit**

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