

## Deputy Director Food, Agriculture, Sustainability (FAS)



Isles seeks an energetic and creative individual to serve as the Deputy Director of our Food, Agriculture, and Sustainability unit. This position will lead and grow Isles' Food, Agriculture, and Sustainability services, including Isles Garden Support Network, Trenton Climate Corps, and a broad range of community food programming. We seek an experienced, community-focused colleague to support and manage FAS staff, collaborate with partners throughout the region, and leverage Isles' FAS services as a strategy for equitable and anti-racist community and economic development. The successful candidate will embrace the wide range of services and responsibilities of a well-established and multifaceted service area, including grant writing, management, and implementation, direct service provision, and building and growing relationships with partners, funders, and public officials. Working closely with the Managing Director of Community Services, they will have the opportunity to build on four decades of food and sustainability work in the Trenton region and contribute to the economic vitality and environmental health of the region in a leadership role at one of the region's most innovative and successful nonprofits.

### ABOUT ISLES FAS

Part of the Community Planning & Development division, the Isles Food, Agriculture, and Sustainability unit provides a wide range of services and programs designed to build a healthy, sustainable, equitable, and resilient urban environment that builds on the strengths and capacities of residents and stakeholders in Trenton and the region. We do this by:

- building resilient sustainable food systems in Trenton/Mercer County through urban ag, policy, and food education
- empowering and educating residents on healthy and sustainable foodways that reflect and affirm the diverse cultures, experiences, and histories of Trenton/Mercer County residents
- strengthening Trenton's urban environmental infrastructure to ensure the natural and built environments thrive so that its human and nonhuman residents can lead healthy, happy, safe lives
- increasing residents' access to and enjoyment of natural and green spaces throughout the region
- collaborating with residents, businesses, agencies, and other service-providing organizations to further our shared goals
- utilizing these strategies and services as a tool for community and economic development

### POSITION DETAILS:

#### FAS Leadership

With Isles leadership, the FAS Deputy Director will provide direction and vision for FAS growth and development and support the 4 FAS dedicated staff members in meeting its goals. The Deputy Director will establish and sustain a supportive, creative, and fun work environment, while ensuring effective program and project management and implementation, and aligning program goals and objectives with grant requirements and staff activities. The Deputy Director will coordinate with Planning & Placemaking staff and the Managing Director to ensure coordination and collaboration across Isles service areas, and will represent Isles, Community Planning & Development, and FAS in public settings to advance the goals and service implementation of FAS.

#### Project Management and Implementation

The FAS Deputy Director is responsible for the successful design, implementation, and management of FAS projects, programs, and services, specifically Urban Agriculture, Trenton Climate Corps, and Community Food Initiatives. The Deputy Director provides hands-on support to staff in developing and implementing programs and events and applies their experience and expertise to ensure quality project implementation.

#### Administration and Management

Working with the Managing Director and Isles administration, the Deputy Director will manage departmental budgets and expenses, ensuring appropriate spending and management of funds. The Deputy Director will manage existing grants and identify and secure new sources of funding to advance the goals of Isles FAS and related services. The Deputy Director will develop and sustain effective management systems and workflows to efficiently document and implement processes related to FAS activities and services.

### WHO WILL BE SUCCESSFUL:

Successful candidates want to work in a unique *think, learn and do community-focused setting*. They bring a critical commitment to the delivery of services, applying knowledge, skills, and best practices to improve and expand the work of FAS and Isles. They are skilled in identifying opportunities, partnerships, funding sources, and efficiencies to broaden and deepen Isles service offerings, while ensuring that community members' interests

remain the priority of projects and programs. They adeptly lead in varied settings, working effectively with colleagues, public and private sectors, and community-based stakeholders.

## **QUALIFICATIONS**

### **Required**

- Bachelor's degree in a relevant field or equivalent combination of education and work experience
- At least 5 years of experience in urban agriculture, sustainability projects, and/or community-focused food systems
- Substantial experience supervising and supporting staff with varied roles and responsibilities
- Experience managing and supporting multiple projects and programs across a wide range of focus areas
- Flexibility and adaptability to a changing, fast-paced environment
- Experience writing, managing, and implementing public and private grants
- Demonstrated record of community-informed organizing or engagement experience
- Commitment to racial equity and equitable and sustainable community development
- Proven history of working with varied and conflicting stakeholders and audiences
- Excellent written and oral communication skills, including in public settings
- Valid NJ Driver's License in good standing with insurable driving record
- Excellent organizational skills and attention to detail
- Proficiency in Microsoft Office applications (Word, Excel, PowerPoint, Outlook)
- Proficiency in utilizing virtual meeting platforms (Zoom, WebEx, Teams, etc.)

### **Preferred**

- Experience with light engine and nursery/agriculture equipment maintenance
- OSHA certification
- Basic carpentry or construction skills
- Spanish language proficiency

## **ABOUT ISLES**

Founded in 1981, Isles is a nationally recognized nonprofit community development and environmental organization with the mission to foster self-reliant families in healthy, sustainable communities. Each year, Isles reaches thousands of central New Jersey residents with opportunities for at-risk youth job training, affordable housing development, financial literacy training, homeownership counseling, community gardening, environmental health and education, community organizing, and regional planning.

## **WHAT IT'S LIKE TO WORK FOR ISLES**

Throughout its 42 year history, Isles has proactively and innovatively anticipated and responded to changing needs and priorities of the Trenton community and beyond. Isles works to impact underlying causes of social inequities in meaningful and effective ways, while ensuring a healthy work-life balance for staff members. Isles' culture is built around collaboration and mutual support, internally and externally, and a socially conscious commitment to advancing social justice and equity. Our team consists of more than 100 employees, plus a corps of volunteers and an engaged Board of Directors.

Compensation: \$63-\$73K based on experience and qualifications, plus comprehensive Medical, Dental, Vision, FSA benefits, 401K with company match and a generous PTO policy.

Interested candidates should submit cover letter, resume and recent writing sample to [hr@isles.org](mailto:hr@isles.org). Your application materials should demonstrate why you're a good fit for this position and what *specific* skills, experience, talents, and interest you'll bring to the table.