



Operations & Strategy Manager

Who we are

Founded in 2015, the Black Church Food Security Network (BCFSN) is working to create Black-led food systems anchored by Black churches in partnership with Black farmers. Our work is rooted in the principles of Black food and land sovereignty. Therefore, we are not a food charity organization. We are a self-help organization that utilizes an asset-based community development model that leverages and maximizes the existing resources of the Black Church community. Through this approach, we are advancing health, wealth, and power for our people!

We currently work with farmers, churches, organizations, and seminaries in Ohio, Maryland, Washington D.C, Virginia, North Carolina, South Carolina, Georgia, Indiana, Tennessee, and Texas.

About the role

BCFSN is looking for a collaborative, organized, and resourceful Operations and Strategy Manager to join our growing team. In this role, you will be responsible for analyzing and executing new opportunities. Reporting to the Executive Director you will work cross-functionally with team members throughout the organization to get projects done efficiently. Strong communication, creative problem-solving skills, and the ability to develop strong working relationships are essential. Sound like your cup of tea? Keep reading!

What you'll do

- You will operate in a fast-paced environment—we are growing quickly, and you will be instrumental in driving strategic decision making through analysis, insight, and collaborative problem-solving
- Work closely with the leadership team to design, develop, and implement new partnerships with Black churches, Black farmers, municipalities, and other community organizations
- You will have the opportunity to lead operations projects with a direct impact on the organization's goals, and prepare materials for funders and board members
- Find new ways to optimize day-to-day operations of the organization for efficiency, cost-effectiveness, and values alignment
- Collaborate with the finance team to assess the viability of new projects and ensure projects are aligned with the budget
- Define and measure key metrics for grant reporting and operations improvement
- Support annual performance management, employee relations, and personnel planning of the BCFSN team

Who you are

- You have at least 5 years of professional experience managing operations or strategy with either a growing startup, nonprofit, church, or farm



- You are comfortable shifting seamlessly between high-level strategic thinking and detail-oriented execution and are not afraid to say no to a good opportunity in order to pursue a great one
- A curious and proactive problem-solver who is eager to learn with an ability to suggest improvements and make informed recommendations
- Possess the cultural and social competency to work across a diverse array of teammates, partners, and communities
- Strong written and verbal communication skills to produce reports, assign tasks, accept instructions and handle vendor contracts, among other tasks
- Leadership ability to manage challenges and oversee employees
- Expertise with Excel and/or other analytical tools preferred
- Baltimore Metro Area resident preferred

We believe that its more important to be a learner than a knower to succeed in a role at BCFSN. So, if you think you have what it takes but don't necessarily meet every single point listed above, please apply - you could be exactly whom we are looking for!

What you'll get

- The opportunity to make a meaningful impact on the lives and livelihoods of Black churches, Black farmers, and community members
- On the job learning with a leadership team that is committed to the growth and development of all employees, including an annual professional development stipend
- The salary range for this position is \$60,000-\$70,000 paid in bi-weekly installments at the middle and end of each calendar month
- Full coverage of health, vision, and dental benefits
- 3 weeks of paid time off and additional sick leave
- Hybrid-remote work setup

Fusion Partnerships is the fiscal sponsor of Black Church Food Security Network.

Fusion Partnerships is an Equal Opportunity Employer that fully and actively supports equal access for all people regardless of race, color, religion, gender, age, national origin, veteran status, disability, genetic information or testing, family and medical leave, sexual orientation, and gender identity and expression and prohibits retaliation against individuals who bring forth any complaint, orally or in writing, to the employer of the government, or against any individuals who assist or practice in the investigation of any complaint or otherwise oppose discrimination.

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