



Future Chefs Seeks Executive Director

About Future Chefs

Future Chefs empowers Boston youth to take charge of their future by providing opportunities to lead and to develop the skills needed to grow in their personal and professional life beyond high school. With a focus on positive youth development, Future Chefs provides culinary training and authentic work-based learning to prepare teens with the hard skills they will need to succeed in the culinary industry and most importantly the job readiness skills to succeed in any field. Our conviction is that the life skills and knife skills learned in the kitchen can be applied meaningfully in all avenues of a fulfilling life.

Future Chefs believes that every student is unique and flourishes in respectful, safe, stimulating settings that provide opportunities for growth, and relationships with caring, supportive adults who honor students' lived experiences. Future Chefs occupies 5770 square feet of meeting, kitchen and office space in Boston and utilizes the space to build community-based collaborations that directly and indirectly support the mission.

Future Chefs has a staff of approximately 18 people and a \$2,000,000 budget. The organization is guided by an Advisory Board of 15 professionals and is a fiscally sponsored organization of TSNE (tsne.org). After 16 years as the founding Executive Director, Toni Elka will be departing her role in the fall.

The Opportunity

The Executive Director will have the opportunity to make a positive impact on the lives of young people in Boston by taking a well-established, highly credible organization into its next phase of development and growth. Working in close collaboration with TSNE, and the Advisory Board, the Executive Director has overall fiscal, strategic, and operational responsibility for staff, programs, growth, and impact – all in service to the organization's

mission and vision, and fully aligned with organizational values. To strengthen Future Chefs work, high priorities for the Executive Director include:

- Leading and supporting a team of highly skilled, motivated, mission-driven professionals, while building strong communication channels among staff and increasing operational efficiencies.
- Securing and growing philanthropic funding, individual donations and local business support while also building a more robust stewardship plan.
- Building upon Future Chefs' programming to explore expansion as well as new partnerships and collaborations
- Championing Future Chefs diversity, equity, inclusion and belonging work - ensuring the organization maintains its commitment to building an inclusive, equitable, and respectful workplace.
- Developing innovative opportunities for utilization of and community engagement with the Future Chefs facility in the heart of Boston

Profile of The Ideal Candidate

The next Executive Director of Future Chefs will be a seasoned organizational leader with significant experience as a nonprofit professional and in positive youth development. While we recognize that candidates will not possess all of the following qualities, ideal applicants will exemplify a number of these attributes, skills, and experiences and will have the capability to lead an organization of Future Chefs' size and scope. If you meet many of them and are passionate about our mission, we encourage you to apply! The expectation is that the Executive Director will work from Roxbury, MA, where the office is located.

The ideal candidate will demonstrate the following capacities:

- **a compassionate, collaborative, and supportive leader** who values communication and can solve problems with clarity and transparency
- **an innovative fundraiser** who engages creatively with the community and institutional funders to leverage financial support
- **a natural relationship builder** with a strong existing network and an ability to facilitate intentional, mutually beneficial connections across the various communities that Future Chefs engages
- **a strategic thinker** experienced with organizational growth, operations management, with financial acumen in budgeting, grant reporting, and financial oversight
- **a steadfast and committed leader** with experience integrating diversity, equity, inclusion and belonging values and practices throughout an organization

- **a leader who understands the challenges** young people living in Boston face and brings passion for supporting young people on their journey
- **an innovative leader** who thinks strategically about the role Future Chefs can play long-term in youth development in Boston
- **An empathic and emotionally intelligent leader** who listens to, motivates, mentors, and appreciates staff and young people

Desired Credentials and/or Experience

- A minimum of 5-7 years as executive director or senior leader experience (preferably in a nonprofit organization)
- Expertise in the field of youth development
- Proven experience in fundraising
- Experience working in/with racially diverse communities
- Some knowledge of the culinary and/or hospitality industries a plus

Compensation and Benefits

This is a full-time, salaried, exempt position with a salary range of \$130,000 to \$140,000 commensurate with experience and qualifications. TSNE/Future Chefs offers a generous benefits package which includes:

- Generous Paid-Time-Off (PTO): twelve paid holidays, three weeks of vacation, one week of personal holiday, and ability to accrue up to 487.5 hours of health leave time for benefited staff.
- 80% Employer-paid, offering some \$0 deductible health insurance through Harvard Pilgrim along with several low-deductible plans.
- Low-cost Guardian Dental and Vision.
- Flexible Spending Accounts (FSA) for Health and Dependent Care.
- Employer-paid Life, Long- and Short-Term Disability Insurance.
- Employer-paid Pension and Employee-paid 403b plan through TIAA.
- Up to \$1,080.00 in annual commuter subsidy;
- ...and more!

TSNE/Future Chefs strives to achieve excellence through a diverse, equitable, and inclusive work environment that embraces all of our individual and collective differences. Black, Indigenous, People of Color, Middle Eastern and North African, Bilingual and/or Bicultural candidates, and LGBTQ2SIA+ candidates are strongly encouraged to apply. We value and honor the unique talents, learning styles, and lived experiences of each individual that enrich and strengthen our workplace culture, and we are proud to be an equal opportunity and affirmative action employer.

All employment conditions are based on an individual's performance and job qualifications. TSNE/Future Chefs prohibits discrimination and harassment of any kind based on race, creed, color, religion, native language, gender, sexual orientation, gender identity/expression, national origin, physical or mental disability, age, genetic information, veteran status, marital status, parental status, pregnancy, race-based hairstyles, or any other protected characteristic stated by federal and state law. Regardless of any class' protection under the law or lack thereof, TSNE/Future Chefs celebrates diversity and values the strengths that come with having a diverse team of employees. It is represented in our workplace culture, and it is who we are.

TSNE's EEO statement extends to volunteers, interns, contractors, vendors, and clients.

Application Process

Candidates must include a resume and a cover letter, both in PDF format, which describe how your qualifications and experience match the needs and mission of Future Chefs. Applications will be accepted until the position is filled. Upload required documents [HERE](#).

This executive search is being conducted by Eos Transition Partners consultant, Hez Norton. All submissions will be acknowledged and are confidential, and any questions can be submitted to Hez Norton at hnorton@eostransitions.com.