



Job Title: Food Access Director

Department: Food Access

Reports To: Senior Director of Food Access and Education

Status: Full-Time, Salary Exempt

Organization: With roots dating back to 1975 as Austin Community Gardens, Sustainable Food Center (SFC) is involved in every step of our local, Central Texas, food system. Our mission is to transform the food system to nourish our health, land and livelihood.

About SFC

At SFC, we are passionate about our work and share a commitment to expanding access to locally grown food raised with integrity and care, for all members of our community. Join us if you are driven to build and create lasting change that supports people and the planet.

We're on a journey

SFC is an equal opportunity employer and values diversity on our staff and in our community. We strive to create a workplace that reflects the communities we serve and where everyone feels comfortable bringing their full, authentic selves to work. To that end, we have organized multiple all-staff trainings, created internal working groups that celebrate our diverse community, and integrated equity principles into every aspect of our work.

We uphold the following Core Values: Integrity, Courage, Equity and Community

- *Integrity: We take pride in what we do and hold ourselves accountable to one another and the communities we serve by being transparent, following through on commitments, and communicating outcomes to all stakeholders.*
- *Courage: We lead the way in transforming our food system by taking risks and implementing innovative approaches to achieve our vision. We embody a growth mindset and view setbacks as opportunities to learn and deepen our collaboration with others.*
- *Equity: We are working every day to ensure the right of all people to access, grow, and consume nutritious and culturally relevant food. We acknowledge that our food system has been built on systems of oppression and prioritize serving marginalized communities and promoting inclusion through our work.*
- *Community: We center the voices, priorities, and wellbeing of the communities we serve in our work. We elevate community member input by providing open channels for feedback and collaboration.*



About the Role

This is a full-time position at 40 hours per week.

Summary: The Food Access Director leverages expertise in team leadership, public health, and community nutrition to oversee the implementation and growth of programming that increases access to nutrient dense foods while supporting resilient local food systems. This position provides leadership and project management in support of SFC's statewide food access programs, including Double Up Food Bucks Texas (Double Up Texas) and the WIC Farmers' Market Nutrition Program (FMNP). This position directly supervises a management team for the food access program, develops and manages operations and budget plans, oversees compliance and contributes to grant writing and reporting. The Food Access Director collaborates with SFC staff to support statewide partnerships for implementation and impact and works closely with the Senior Director of Food Access and Education to facilitate strategic planning and visioning for SFC's food access programs. As part of SFC's Operations Council, the Food Access Director contributes to the strategic development and direction of the organization.

Responsibilities:

- Directs implementation of SFC's statewide and regional food access programs, including travel to three regional offices: Central Texas (Austin), West Texas (Lubbock), and East Texas (Houston)
- Leads the Food Access team, including facilitation of regular team meetings and direct supervision of the Food Access Manager, Senior Manager of West Texas Programs, and Senior Central Texas Food Access Coordinator.
- Develops staff through ongoing coaching, effective counseling, and performance evaluations.
- Provides support to food access team members, including training, guidance, team building, and quarterly, in-person visits to regional offices.
- Develops and monitors operations plans, including project workplans to meet grant deliverables and SFC strategic goals.
- Develops and monitors budget and grant spending plans to meet grant spending deadlines; oversees food access budget.
- Oversees food access program compliance and leads program audit preparation.
- Collaborates with grants team and food access managers to ensure timely and comprehensive reporting across all Food Access programs.
- Collaborates with internal and external evaluation teams to manage evaluation of food access programs.



- Collaborates with SFC communications and community engagement teams to develop and implement marketing and engagement tactics to increase awareness of and participation in food access programs.
- Works with Senior Director of Food Access and SFC leadership to develop and plan implementation of new, mission-aligned food access programming
- Develops and updates the strategic plan for food access programs in alignment with organizational vision, mission, and goals.
- Develops and maintains strategic partnerships to grow SFC's impact across Texas.
- Stays abreast of emerging initiatives and represents SFC in external groups.
- Contributes to planning at the project, program, and organizational levels.
- Participates in SFC's internal workgroups.
- Other programmatic duties as assigned.

Qualifications:

- 5-7 years of experience in food systems, public health, or food access programs.
- 2-4 years' director-level experience, including staff supervision and development
- Demonstrated experience managing budgets and project work plans.
- Demonstrated ability to provide effective and timely leadership decisions.
- Knowledge of or experience working with federal nutrition benefit programs and local food systems.
- Strong knowledge of public health nutrition evidence base.
- Experience working in low-income and multi-cultural settings.
- Strong work ethic, attention to detail, and commitment to SFC's mission.

Skills:

- Leadership
- Relationship building, especially with diverse constituencies
- Strong written/oral communication
- Emotional intelligence
- Program evaluation
- MS Office applications, including Excel, Word, and Outlook

Working Conditions: This is a hybrid/remote position based in Texas, with preference for candidates who live in Austin, Lubbock, or Houston. This position requires travel, up to 30% of time, throughout Texas including quarterly travel to the Austin, Lubbock, and Houston regional offices. This position requires occasional weekend work hours and in-



person visits to program sites. Employee must have the ability to travel to various program sites and regional offices as required by the position.

Physical Requirements: While performing the duties of this Job, the employee is often required to stand, walk, and sit. The employee must occasionally lift and/or move up to 25 pounds.

Compensation:

- Salary Range: \$68,000-\$72,000
- Benefits include health insurance, retirement plans, paid time off, etc.

To Apply:

Please submit your résumé, cover letter, and three references to careers@sustainablefoodcenter.org. Use subject title “Food Access Director.” In your cover letter, please tell us about your lived experience or experience working with diverse communities.

Applications are accepted until November 4, 2026. No phone calls will be accepted or returned.