



Director of Programs

FAQ's

We value your time as an applicant and have created this document to help answer any questions you may have about the role or Swipe Out Hunger!

THE BASICS

Where is this job located?

Swipe Out Hunger is a fully remote organization with staff located across the United States. Jaime Hansen, the supervisor for the Director of Programs role is proudly located in Boise, Idaho. A few times throughout the year (team retreats, conferences, in-person meetings), staff will be asked to travel.

What is the start date?

February 2023

What is the salary range for this role?

This is a full-time exempt position, with a salary between \$80,000-88,000, commensurate with experience.

Swipe Out Hunger understands the privilege associated with negotiation and therefore the offered salary will be based off of a rubric and non-negotiable.

What are the typical working hours?

Staff generally work between 9am-5pm according to their time zone with the understanding that occasionally a meeting may start before or end after a typical work day. We appreciate the flexibility of the remote work space and encourage folks to find a cadence that supports their lifestyle.

What benefits does Swipe Out Hunger offer?

Swipe Out Hunger provides a supportive benefits package, including 100% coverage for employees. This includes medical, dental, and vision benefits, paid parental leave, 401K retirement matching after 6 months on the job, ample flex time, a yearly professional development stipend of \$500, and a yearly \$400 'Work Comfortably from Home' fund. We also have a yearly in-person retreat amongst the palm trees of California!

What is the culture of Swipe Out Hunger?

Swipe Out Hunger aims to be a human-first workplace. We are a mighty and growing team who over the past year has scaled college and university partnerships from 150 campuses to 450+. We are intentional about how we carry out our work, and balance the inherent need our partners face to support students' basic needs. As a deeply committed team, we are serious and professional about our programmatic operations and how we interact in the workplace, and at the same time don't take ourselves too seriously. We care deeply about one another, celebrate wins together as a team, and center our mission and students everyday. Additionally, we are constantly understanding how to continue supporting staff and their well-being.

What does the timeline look like?

APPLY (Approx 15 mins)	Please complete our application . *The application form must be submitted for consideration.
DEADLINE	January 24, 2022, 12:00am PST
Part 1: Video Screener Application	The hiring manager will select candidates to submit a two questions video screener to support their application.
Part 2: Virtual Interviews via Zoom with Jaime Hansen and Josh Steinberg	Virtual interviews will be with the hiring manager. We will share specific details as the interview day approaches.

<p>Part 3: Follow-up Interview with members of the Swipe Out Hunger staff</p>	<p>We will invite finalist candidates to a focused follow-up conversation to dig deeper into specific themes and topics from the virtual interview day.</p>
<p>Part 4: Reference Checks, Offer Extended</p>	<p>Swipe Out Hunger will ask for 3-4 references per finalist, though we often ask for more.</p> <p>We encourage finalists to ask more questions about working at Swipe Out Hunger.</p>

THE ROLE

Who does the Director of Programs report to?

You will report to Jaime Hansen (she/they), Executive Director at Swipe Out Hunger and a member of the Swipe Out Hunger leadership team. Additionally, the Programs Department will be supported by the expertise of Heather Parrie (HP) - Network Engagement Manager, Sage McCoy - Programs Manager, Mariela Barraza - Partnerships Coordinator, and Christina Hasaan - Programs Coordinator.

What are the values of the Swipe Out Hunger team?

- **We center our campus communities.** We are stronger when our campus partners have what they need to thrive. In our role, we convene, put students first, invite people and community in. We make space for anyone interested in supporting students' basic needs...yes, you can sit with us.
- **We take risks and default towards action.** Our curiosity outweighs our personal and professional fears. We show up every day knowing we must test, listen, learn, provoke in order to best serve. Through this, we remain strategically advantageous, finding opportunities to have outsized impact.
- **We welcome vulnerability.** We embrace and make space for vulnerability as a pathway to authentic connection, joy, and trust. We voice fears, concerns, dreams and hopes and in doing so, we deepen our trust within one another. This means we can ask tough questions and truly kick the tires on our programs, leading to work that is cutting edge, effective and inclusive.
- **We plan, communicate, and live with integrity.** Our communication is clear, direct, and mission centered. We remind each other that change is constant, so we must be like water. Just like our programs which evolve each year, we are adaptive. Our work place of integrity is possible because we trust each other.

What does success look like in this role after 12 months at Swipe Out Hunger? ([see link to 2022-24 Strategic Plan](#))

- Built established relationships with the Swipe Out Hunger team and campus partners
- Participated in the strategic planning process
- Developed camaraderie across a healthy and creative team
- Strengthened an effective engagement model for the Swipe Out Hunger network

Why is this an opportune time to join Swipe Out Hunger?

With the acquisition of CUFBA (College and University Food Bank Alliance) in 2021, Swipe Out Hunger is scaling its operations and has the opportunity to continue to deeply engage colleges and universities with their anti-hunger and basic needs programming. Additionally, as an advocacy leader through the Hunger Free Campus bill, we address the issue from a multitude of perspectives and entry points. The team is growing as well as the organizational impact.

What may be some challenges that arise?

- Our work is rapidly expanding and therefore we as a team remain nimble, iterate, and embrace change.
- We are in a remote environment and have to be intentional about engaging with one another and our staff. This takes effort, supportive structures, and a willingness to lean into a new remote working environment.

What is it like working with Jaime?

Jaime joined the Swipe Out Hunger team in August 2022. Prior to joining the team, Jaime worked as the Director of Programs for the Idaho Food Bank where she built out inclusive programming for Idaho residents. They are a people-first leader and deeply committed to the organizational mission. They support honest communication and believe staff are the experts in their roles. Jaime joined the team over 3 months ago and is already impressed with the impact the team and organization has made over the past ten years!

What is Swipe Out Hunger doing to further Justice, Equity, Diversity, and Inclusion (JEDI) at the organization?

Swipe Out Hunger is committed to understanding and implementing a JEDI lens and framework to its internal and external operations. We recently underwent organization-wide exercises to identify where the organization has opportunities for greater equity and inclusion. Additionally, as a nonprofit whose mission is to address food insecurity, we recognize that historically marginalized folks experience food insecurity at higher rates and are constantly using human centered design to carry out programming, communications, and fundraising that uplifts those we work with on a daily basis. Our work in JEDI is a

long-term process and we are looking for team members open to learning and unlearning alongside each of us.

Is the application process confidential?

Yes, your application will be reviewed by a few folks at the organization and will be part of a completely confidential process. Please reach out to swipeouthungercareers@swipehunger.org with any questions.

Is it possible to speak with someone at Swipe Out Hunger about the role?

To uphold equity in the process we are not speaking with any applicants outside of the formal application process. Please reach out to swipeouthungercareers@swipehunger.org with any questions.