

Second Harvest of Coastal Georgia, headquartered in Savannah, GA, serves as the food safety net for tens of thousands of children, senior citizens, low-income families, and people with disabilities who are at risk for hunger throughout southeastern Georgia. We partner with over 225 faith-based organizations and non-profit agencies to provide food assistance across Coastal Georgia in twenty-one counties. Last year, Second Harvest provided more than 25 million pounds of food to hungry people in our 21-county service area through a variety of programs. We are currently hiring for the following position:

Chief Operations and Impact Officer

Salary Range: \$120,000+ annually

Position Type: Full-time, Executive Leadership

Second Harvest of Coastal Georgia is seeking a visionary, strategic, and entrepreneurial **Chief Operations and Impact Officer (COIO)** to join our executive leadership team and help shape the future of hunger relief across Coastal Georgia. Reporting directly to the Chief Executive Officer, the COIO will provide executive leadership for the organization's operations, programs, culinary initiatives, and Kids Cafe, ensuring these functions work together to maximize organizational effectiveness and community impact.

This is an opportunity for an innovative, forward-thinking leader who can see beyond traditional approaches to food banking and turn bold ideas into practical, measurable results. The COIO will focus not only on increasing the amount of food distributed throughout our 21-county service area, but also on improving how effectively we reach underserved communities, reduce barriers to food access, and respond to the evolving needs of our neighbors.

The successful candidate will be an experienced **leader of leaders** who can develop high-performing teams, strengthen collaboration, drive operational excellence, and identify creative new programs, partnerships, and sustainable revenue opportunities that advance our mission.

Key Responsibilities

Executive Leadership & Strategy

- Partner with the CEO and executive leadership team to establish strategic priorities and translate organizational goals into measurable results.
- Lead, mentor, and develop the directors responsible for Operations, Programs, Culinary Operations, and Kids Cafe.
- Foster a professional, collaborative, and accountable workplace culture built on integrity, mutual respect, and teamwork.
- Champion innovative thinking, organizational growth, and continuous improvement.

Food Distribution & Community Impact

- Develop strategies to increase food distribution, expand community reach, and improve access throughout our 21-county service area.
- Evaluate community impact beyond pounds distributed, identifying underserved populations, service gaps, and barriers to accessing food.

- Strengthen partnerships with community organizations, agencies, and stakeholders to develop more effective and responsive services.
- Use data, community input, and performance measures to guide decisions and improve outcomes.

Programs, Innovation & Growth

- Provide strategic direction for community programs, Kids Cafe, culinary initiatives, and other direct-service efforts.
- Identify opportunities to strengthen existing programs, introduce innovative services, and develop creative solutions to community needs.
- Explore mission-aligned earned revenue, social enterprise, and other sustainable funding opportunities beyond traditional fundraising.
- Ensure programs and operations align with Feeding America and Feeding Georgia priorities, standards, and best practices.

Operations & Organizational Performance

- Provide executive oversight of food distribution, warehousing, transportation, logistics, facilities, and related operational functions.
- Strengthen operational capacity, efficiency, safety, compliance, and organizational infrastructure to support continued growth.
- Establish clear performance expectations, measurable goals, and accountability across departments.
- Oversee departmental financial performance, resource allocation, and long-range operational planning.

Qualifications & Experience

- Bachelor's degree in business administration, nonprofit management, operations, supply chain management, public administration, or a related field. Advanced degree preferred. Equivalent combinations of education and significant leadership experience may be considered.
- Minimum 10 years of progressively responsible leadership experience, including oversight of multiple departments, programs, or operational functions.
- Demonstrated success leading and developing directors or managers who oversee complex teams and functions.
- Proven ability to translate organizational strategy into actionable plans, measurable goals, and results.
- Strong operational, financial, and business acumen, including budgeting, resource management, and organizational improvement.
- Visionary and entrepreneurial mindset with demonstrated success developing innovative programs, partnerships, services, or business opportunities.
- Exceptional communication, interpersonal, decision-making, and problem-solving skills.
- Experience in hunger relief, food systems, human services, community development, or another mission-driven environment preferred.

The Leader We're Looking For

We are seeking more than an accomplished operations executive. Our ideal candidate is a creative, decisive, and highly professional leader who brings both big-picture vision and the discipline to execute.

This individual will challenge conventional thinking, recognize opportunities for meaningful change, and inspire others to embrace new possibilities. They will know how to develop and empower strong leaders, navigate complex challenges, build productive relationships, and create a culture where teamwork, professionalism, and accountability are the standard.

Above all, they will understand that success in hunger relief is measured not simply by how much food we distribute, but by how effectively we improve access, meet community needs, and create lasting impact.

Join Our Mission

As a proud member of the Feeding America network, America's Second Harvest of Coastal Georgia is a leading hunger-relief organization serving 21 counties through our facilities in Savannah and Brunswick. We distribute more than 25 million pounds of food annually through a network of more than 246 local charitable agencies and programs.

This is an opportunity to help shape the future of an established, mission-driven organization while developing innovative solutions that make a meaningful difference in the lives of our neighbors throughout Coastal Georgia. If you are a visionary, collaborative, and results-driven leader ready to turn innovative thinking into meaningful community impact, we encourage you to apply.

Physical Requirements & Travel

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.

- Ability to occasionally lift up to 25 pounds.
- Local and regional travel up to 25%.
- Occasional evening and weekend work to support meetings and community activities.

Second Harvest of Coastal Georgia is an equal opportunity employer. We value a diverse workforce and encourage qualified candidates from all backgrounds to apply.

To apply, send an interest letter and resume to amahoney@helpendhunger.org