

Chief Operating Officer

La Soupe is a 501 (c)(3) food rescue organization that bridges the gap between food waste and hunger. Our chef based model utilizes a large volunteer network to rescue perishables from farms, grocers and wholesalers. Our highly talented Transform Team of chefs and volunteers transform this food into healthy soups and meals. These items are distributed to roughly 100 share partners across the Tri-State area that feed the food insecure.

We have a well established program of rescuing prepared overages from restaurants and catering and deliver directly to agencies that feed the hungry. Since inception in 2014, La Soupe has rescued over two million pounds of food and has shared over one million servings to the community.

Responsibilities

The successful candidate for this position must have a passion for addressing food waste and food insecurity in our community through a dedicated team (of employees and volunteers) which is financially supported by grants, generous donors, and retail sales.

Guided by La Soupe's mission and core values, the COO will provide leadership and strategic vision to the organization. They will bring operational, managerial, and administrative procedures, reporting structures, and operation controls to the company. The COO will effectively communicate and foster growth of the La Soupe team. This is a vital leadership role that will drive results, spur growth, and increase the overall efficiency of La Soupe. This position reports directly to the Board of Directors. This position is responsible and accountable for the following:

- Manage and implement La Soupe's strategic initiatives
- Set challenging and realistic goals for growth, performance and productivity and leading our current group of 28 employees to success, in a culture of collaboration and accountability
- Create effective measurement tools to gauge the efficiency and effectiveness of internal and external processes
- Provide accurate and timely reports outlining the operational condition of La Soupe
- Partner with the CFO to achieve favorable financial results with respect to development, cash flow, program expansion or capacity increases
- Insuring La Soupes programs and operations are run effectively and within budget
- Recruiting, supervising and motivating staff
- Spearhead the development, communication and implementation of effective growth strategies and processes
- Foster a growth oriented, positive and encouraging environment
- Advocates for La Soupe's mission with the organization's partners and community at large
- Overseeing the recruitment process, planning and implementing training programs for staff and ensuring that employees follow best practices and La Soupe's policies
- Is fully accountable for the workplace safety at La Soupe
- Acts as the official representative of La Soupe to volunteers, those visiting the facility, vendors and suppliers, and accrediting bodies
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- **Qualifications and Experience Needed**
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- A proven track record of managing a two to three tier organization
- Five or more years in a food service organization or like experience, such as, manufacturing or distribution

- Strong Leadership, Communication and Operational skills
- Non profit experience is a plus, but not required
- Experience building a high performance team
- Sound judgment and self-confidence to enable others to excel in their individual programs

La Soupe, Inc. values a diverse and inclusive work environment where every team member matters. All qualified applicants for this position will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

Please send your resume, bio, any other helpful documents, or questions to: employment@lasoupe.org