



Position: President and Chief Executive Officer
Reports to: Board of Directors
FLSA: Exempt
Location: Missoula, MT
Revision Date: May 5, 2026

The Opportunity

Montana Food Bank Network is at a pivotal moment in its evolution. With a strong operational foundation, a newly expanded distribution facility, and a trusted statewide network serving all 56 counties, MFBN is uniquely positioned to deepen its impact and lead the next chapter of hunger relief in Montana.

We are seeking a transformative President and Chief Executive Officer to build on this momentum, guiding the organization toward greater effectiveness, innovation, and long-term sustainability.

Mission

To end hunger in Montana through food acquisition and distribution, education, and advocacy.

Vision

A Montana free from hunger where everyone has equal access to nutritious food.

Core Values

- **Respect:** We interact with dignity, kindness, compassion, empathy, and trust with everyone.
- **Integrity:** We honor our commitments, acknowledge and address our mistakes, and actively live our mission.
- **Responsibility:** We strive for excellence and the biggest impact for everyone we serve, wisely and transparently using resources entrusted to us.
- **Justice:** We recognize and seek to understand past and ongoing injustices that impact food insecurity, and consider lived experiences essential to identifying barriers and incorporating solutions into our work.
- **Equity:** We provide support equitably and with respect to individual needs, to encourage all to succeed.

About the Organization and Structure

Montana Food Bank Network (MFBN), based in Missoula, is the state's only statewide food bank and a member of Feeding America. MFBN distributes food to more than 330 partner organizations, including community food banks, pantries, senior centers, shelters, and schools across all 56 counties.

MFBN's hunger relief programs include BackPack, School Pantry, Mail-a-Meal, Hunters Against Hunger, Retail Food Rescue, No Kid Hungry initiative, and SNAP Outreach. MFBN advocates for long-term policy solutions to strengthen public nutrition programs and address the root causes of hunger. For more information, visit mfbn.org.

Since 1984, MFBN has served communities across 147,000 square miles. In 2025 alone:

- Over 14 million meals were distributed
- The fleet traveled more than 123,000 miles
- A new 57,000 sq. ft. distribution center was completed, significantly expanding capacity and program expansion

MFBN operates with a dedicated staff of 29 and a robust volunteer network. The President & CEO works alongside a senior leadership team that includes: the Chief Operations Officer & Vice President, Chief Development Officer, Chief Financial Officer, and Chief Human Resources Officer.

Position Summary

Reporting to the Board of Directors, the President & CEO provides strategic leadership and is responsible for the overall management, planning, accountability, and administration of the organization.

This leader ensures high-quality programs and services while modeling MFBN's core values of Respect, Integrity, Responsibility, Justice, and Equity. As the organization's primary spokesperson, the President & CEO serves as the public face of MFBN, building relationships with media, community partners, donors, policy makers, and stakeholders across corporate, government, and philanthropic communities.

Key Responsibilities

The President & CEO provides visionary leadership and operational oversight to advance MFBN's mission, impact, and long-term sustainability. This role works in close partnership with the Board of Directors, staff, volunteers, and community stakeholders to ensure strong organizational performance, effective programs, and meaningful statewide impact.

The President & CEO serves as MFBN's primary ambassador, maintaining and enhancing the organization's reputation as a trusted collaborative leader in hunger relief and disaster response. This leader is adaptable and forward-thinking, guiding the organization through change while responding to the evolving community needs and environmental conditions.

Strategic Leadership & Organizational Impact

- Lead the development and execution of MFBN's strategic and operating plans
- Establish clear goals and measurable performance metrics across programs, external relations, and financial outcomes

- Ensure alignment of organizational investments with mission-driven impact and long-term sustainability
- Drive innovation and continuous improvement through data-informed decision-making
- Partner with the Board of Directors to support effective governance, strategic oversight, and organizational accountability
- Ensure the Board is well-informed and engaged in key decisions
- Support Board development, recruitment, and ongoing education

Financial & Operational Stewardship

- Ensure the organization operates in a fiscally responsible manner
- Oversee annual operating results, budgeting, and financial performance
- Apply financial rigor and mission alignment in evaluating opportunities and resource allocation

People & Culture

- Nurture a culture grounded in collaboration, respect, accountability, and inclusion
- Strengthen organizational capacity through talent development, coaching, and succession planning
- Support staff and volunteer engagement to build a high-performing, mission-driven workforce

External Relations & Community Impact

- Serve as MFBN's primary spokesperson and public representative
- Build and sustain a relationship with donors, policymakers, community partners, and stakeholders
- Elevate MFBN's visibility and influence across Montana
- Cultivate partnerships that advance community engagement, policy impact, and collective solutions
- Strengthen and leverage relationships with Feeding America and other key partners
- Advance MFBN's work in statewide and national collaboration

Fundraising and Resource Development

- Guide and support a comprehensive fundraising strategy, engaging individuals, foundations, corporations, and government partners
- Provide direction and accountability to the development function, driving innovation and results

Minimum Required Qualifications

A Bachelor's degree from an accredited college or university with a major in nonprofit management, public or business administration, social work, or a related field to the work; and Extensive (10 years) experience in management, preferably in the nonprofit sector; or any equivalent combination of experience and training which provides the knowledge, skills, and abilities necessary to perform the work.

Preferred Qualifications:

- Direct experience in or deep familiarity with the organization's focus area.
- Lived experience or strong community connection that contributes to an authentic understanding of the populations served.

Required Knowledge, Skills, and Abilities:

- Demonstrated experience in managing and leading people, as well as fostering a welcoming and inclusive environment.
- Demonstrated ability to champion and lead organizational adoption of technology and data-informed decision making, supporting improved operational effectiveness, program impact, and resource stewardship.
- Demonstrated understanding of food insecurity within a broader social and economic context, including its intersections with poverty, housing, and health.
- Experience leveraging data systems to strengthen procurement, distribution, fundraising, and community impact measurement.
- Proven record of aligning investments with mission outcomes, not just operational efficiency.
- Ability to partner with internal and external experts to assess, prioritize, and implement technology improvements, while building a culture that values data, learning, and continuous improvement.
- Ability to identify and advance opportunities for strategic collaboration, advocacy, and collective impact, while remaining grounded in MFBN's core mission.
- Ability to apply system thinking to build cross-sector partnerships while advancing collaborative solutions.
- Appreciation for and experience engaging with local and regional food systems, including partnerships with agricultural producers, food hubs, and distribution networks.
- Proven experience with fiscal management, budgeting, and operations, including responsibility for developing and managing at least a \$7 million budget.
- Experience supporting the Board of Directors in its governance role, fostering its ongoing development, engaging its members in strategy and resource development, and keeping it informed.
- Ability to effectively engage with a variety of people from differing socio-economic, cultural, religious, and ethnic backgrounds.

Required Special Qualifications:

- Must have or obtain a valid Montana driver's license with a verified acceptable driving record
- Offers for employment are conditional upon satisfactory completion of appropriate post-conditional offer process

Compensation and Benefits

- The annual compensation range for this position is \$165,000 - \$190,000+, depending on qualifications and experience.
- Retirement: Simple 401(k) plan with a 3% employer match

- Paid Time Off: Generous PTO package, with newly hired exempt employees accruing 8.3 hours per pay period (~216 hours annually)
- Additional Leave: 16 paid holidays, bereavement, and parental leave is provided
- Comprehensive medical coverage with three plan options (Bronze, Silver, and Gold), including employer-paid options for employees. Contact Human Resources for plan details.
- \$50 monthly cell phone stipend
- \$25,000 employer sponsored Accidental Death and Dismemberment Life Insurance Policy

How to Apply

Qualified applicants should send their resume, contact information for three professional references, and a cover letter to Dalton Johnson, Chief Human Resources Officer at djohnson@mfbn.org, or by mail to Montana Food Bank Network, ATTN Dalton Johnson, 5780 Alloy N., Missoula, MT 59808.

Applicants will be considered based on the information provided in their application materials. MFBN reserves the right to consider only the most qualified candidates.

For more information or confidential questions, please contact Dalton Johnson, CHRO, at djohnson@mfbn.org

Initial review of applications will begin on June 8, 2026. The position will remain open until filled; however, priority consideration will be given to applications received by June 26, 2026.

All applicants must be legally eligible to work in the United States, and proof of eligibility must be provided if selected for hire.

Montana Food Bank Network is committed to creating a welcome and inclusive environment for all employees and is proud to be an equal opportunity employer. MFBN does not discriminate with regard to hiring, assignment, promotion or other conditions of staff employment because of race, color, religion, sex, national origin, age, marital status, sexual orientation, gender, gender identity, veteran status, disability, genetic information or any other status protected under local, state, or federal law. In accordance with the Americans with Disabilities Act, upon request, reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of our positions.