



Chief Executive Officer for Share My Meals & co-Chair of the NJ Meal Recovery Coalition

The Opportunity

Share My Meals (SMM) is entering an ambitious new phase of growth and is seeking an entrepreneurial CEO to lead and shape what comes next. In just five years, SMM has evolved from a local pilot into a regional leader in meal recovery, serving over 230,000 meals annually. With a proven model and significant momentum, we are now poised to scale our impact, recovering more meals, reaching more communities, and delivering meaningful benefits for both food security and the environment.

The CEO will take full ownership of this next chapter, delivering on our current Three-Year Strategic Vision while refining our long-term roadmap in partnership with the Board. Key priorities include securing sustainable funding, expanding into new geographies, and unlocking the potential of technology to support our mission. Equally important, the CEO will exemplify and nurture SMM's distinctive culture of joy, collaboration, and high-performance, ensuring it continues to inspire our team and our partners.

Externally, the CEO will serve as SMM's primary ambassador, building trust-based relationships across corporate partners, nonprofits, and government stakeholders. A central part of the role is to lead and strengthen the Meal Recovery Coalition (MRC). As Co-Chair, the CEO will guide this cross-sector platform to deepen collaboration, build the shared ownership necessary to drive systemic change at scale and elevate SMM's profile as a national leader in the meal recovery space. This role combines disciplined execution with the strategic opportunity to ensure that high-quality meals are directed to those who need them most.



1. Advocacy & Meal Recovery Coalition Leadership

- **Statewide Chairship:** Serve as the primary leader and spokesperson for the NJ Meal Recovery Coalition, managing a diverse group of stakeholders, including large corporations, to align meal recovery efforts across New Jersey.
- **Legislative & Government Relations:** Navigate and influence state, county, and municipal government relationships to advocate for the NJ Food Donation Guidelines and drive systems change.
- **Ecosystem Building:** Act as the primary bridge between state agencies, food banks, and large-scale donors to create a unified front against food insecurity and food waste.

2. Strategic Fundraising & Revenue Innovation

- **Financial Ownership:** Lead the development and financial management necessary to achieve the impact goals.
- **Sustainable Business Models:** Successfully validate and scale the "Cost-Sharing Model" with corporate food donors, transitioning SMM toward a diversified, sustainable revenue mix.
- **Strategic Partnerships:** Deepen relationships with Fortune 500 partners (e.g., Sanofi, J&J) and a network of 55+ nonprofit distribution partners.

3. Strategy & Operational Scaling

- **Regional Expansion:** Lead the transition of NYC pilots into full-scale operations and validate the "Fully Remote" model in Pennsylvania, aiming for 300,000+ meals recovered annually.
- **Process Rigor:** Maintain a relentless focus on the "All-In" cost per meal (target: <\$5), ensuring SMM remains the most efficient solution for safe prepared meal recovery.
- **Community Engagement:** Build and maintain deep, trust-based relationships with the diverse communities served by SMM to ensure programs are equitable and responsive to local needs.
- **Volunteer Mobilization:** Protect and grow SMM's base of 290+ active volunteers and expand Corporate Volunteering programs across new sites.

4. Cultural Stewardship & Team Leadership

- **The "Share My Meals Way":** Protect SMM's identity as a nimble, high-growth organization that values "fail-fast" learning, joy, and rapid iteration.



- **Team & Board Engagement:** Inspire a 20+ person team and work in close partnership with a highly-engaged Board of Directors.
- **Ambiguity & Execution:** Thrive in a startup-like environment, showing a willingness to "roll up sleeves" and handle operations personally when necessary.

5. Technology & AI Integration

- **STAN Platform Mastery:** Oversee the evolution of STAN (Safety, Tracking, Allocation, and Navigation) and explore licensing or spin-off opportunities for the wider sector.
 - **AI Transformation:** Lead the integration of Artificial Intelligence across the organization to optimize logistics, automate donor communications, and enhance fundraising efficiency.
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Success Metrics (Year One)

- Inspiring, enabling, and retaining the SMM team in a way consistent with our culture
 - 300,000+ meals recovered with an "All-In" cost per meal below \$5.
 - Secure the \$2M funding target and finalize the first wave of "Cost Sharing" corporate contracts.
 - Cost-effectively advancing our next phase of scaling in NYC
 - Lead the MRC roadmap, retain existing, and recruit new Corporate members.
 - Implement at least one major AI-driven operational efficiency and finalize the STAN monetization roadmap.
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Key Qualifications

- **Executive Presence:** 10+ years of senior leadership; proven ability to manage strong personalities and complex multi-stakeholder coalitions.
- **Fundraising Prowess:** A track record of personally closing six-figure gifts or securing multi-million dollar budgets.
- **Multi-Sector Fluency:** Experience navigating both corporate C-suites and government/legislative environments.
- **Agility & Gritty Leadership:** Comfort with startup-like ambiguity and the hands-on nature of a growing nonprofit.



- **Tech/AI Savvy:** A forward-thinking approach to leveraging technology and AI for social impact.
 - **Mission Alignment:** A deep, authentic passion for solving the dual crisis of food waste and food insecurity.
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Structure & Logistics

- Reporting to: Board of Trustees
- Job type: Full Time
- Compensation: \$110,000-\$130,000, 401K matching program, generous PTO, no health benefits
- Location: Commuting distance to Princeton, NJ

To Apply

If you possess these qualifications and are eager to join a mission-driven organization dedicated to increasing food security, we encourage you to apply.

Interested candidates should submit a video interview to <https://ceosearch.sharemy meals.org/>, and submit their resume and application letter to smm-search@sharemy meals.org