



Executive Director
Our Neighbors' Table
Amesbury and Salisbury, MA

Our Neighbors' Table (ONT) is an innovative and rapidly growing hunger-relief organization headquartered in Salisbury, MA on Boston's North Shore. Committed to establishing a community that provides for the whole person with nourishing food, kindness, and dignity, ONT works to alleviate food insecurity by ensuring reliable, community-based access to food for all residents. Its \$2.7M operation serves more than 6,300 individuals and 3,100 households annually, while its 10,000-square-foot Seacoast Regional Food Hub enables 17 partner organizations to strengthen food access across 14 cities and towns in the Lower Merrimack Valley.

Founded in 1992, ONT has evolved from a community-based meal program into a leading regional resource for food access. A dedicated team of 20 employees and more than 600 volunteers deliver people-centric services that include grocery-style community markets, deliveries for homebound neighbors, welcoming community meals, and SNAP navigation support. ONT also partners with local pediatric providers through its innovative Food Resource Advocate model to help identify and support families experiencing food insecurity.

Position Summary

ONT seeks a mission-driven, experienced leader to guide its strategic direction, provide strong operational and program oversight, and steward continued regional growth. The Executive Director (ED) will serve as a visible ambassador and lead fundraiser, cultivating relationships and partnerships to advance ONT's mission and vision.

The ideal candidate is an inclusive, collaborative leader with strengths in organizational leadership, business planning, change management, and external relations. Combining knowledge of nonprofit governance and operational/financial excellence, the ED will partner strategically with the Board of Directors, empower the leadership team, and work closely with staff, volunteers, and community partners to advance ONT's vision. The ED will also guide ONT's policy, advocacy, and communications efforts to advance food security across the region.

Qualifications Summary

- A Bachelor's degree or equivalent; 10+ years of progressive management experience, ideally in a mission-driven organization focused on improving individual and community wellbeing.
- Experience partnering effectively with Boards on governance and strategic planning.
- Strong fiscal stewardship and experience guiding organizational growth and scaling capacity, while fostering a healthy team culture and delivering measurable results.
- Demonstrated success in fundraising, external relations, and community partnership development, with excellent communication and relationship-building skills.
- Strong advocacy skills and ability to serve as a credible public voice for the mission.
- Regional familiarity is preferred. Passion for ONT's mission is essential.

ONT is an equal opportunity employer and welcomes applicants from all backgrounds who share its commitment to dignity and equity.

This is a retained executive search of Exceptional Executive Search.
To apply, please send a letter of interest and résumé to info@eesrecruit.com.

