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Human Resources People Manager

Apply

National

Who We Are:

FoodCorps partners with schools and communities to nourish kids' health, education, and sense of belonging so that every child, in every school, experiences the joy and power of food. Our AmeriCorps members serve alongside educators and school nutrition leaders to provide kids with nourishing meals, food education, and culturally affirming experiences with food that celebrate and nurture the whole child. Building on this direct service, FoodCorps advocates for policy change, grows networks, and develops leaders in service of every kid's health and wellbeing. Our goal is that by 2030, every child will have access to food education and nourishing food in school!

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How We Work:

At FoodCorps we are intentional about how we do our work, and how we show up in the world. We practice being in charge of accessing, feeding, and evolving our worldviews. We connect with our history, own our flaws, evolve our biases, and deepen our understanding of ourselves. We are willing to hold ourselves and others accountable with care through courageous conversations while celebrating diversity, embracing complexity, and building belonging. We recognize that we do not have all of the answers, we create space for divergent perspectives. We are intentional and collaborative about shifting power, access, and resources to those most impacted by systemic oppression.

What We're Looking For:

We are seeking a highly organized, detail-oriented professional with HR experience (SHRM-CP or PHR preferred) and leadership experience. The HR People Manager has a proactive, human-centered, and equity focused mentality and has the ability to lead and collaborate with cross-functional teams and stakeholders. They have a strong understanding of performance management principles and best practices, as well as demonstrated experience in analyzing HR data and trends to inform



decision-making. They are also experienced in designing and delivering training programs. This team member is skilled in excellent communication and conflict resolution interpersonally.

Who You Are:

You are passionate about FoodCorps' mission, and committed to outcomes for students. You are excited to join an equity-focused HR team, and are experienced in managing employee relations issues. You have a dedication to diversity and inclusion, with a desire to work for food equity and social and racial justice. You approach all that you do with a growth mindset by providing guidance and support for learning, while managing towards accountability. You enjoy coaching and building relationships with diverse individuals, both in person and remotely. You are highly organized with the ability to balance multiple projects and demands simultaneously. You are responsive and skilled at prioritizing situations as they arise.

Primary Responsibilities:

Hold Humanity, Efficacy and Accountability:



- ○ Operate centering humanity, efficacy, and accountability
- Work towards integration of the FoodCorps competencies, and encourage this in others
- Name and interrupt anti-blackness and racism when it occurs

Support System Management:

- ○ Manage member and staff employee relations issues and track within the Support Module
- Train program managers to ensure effective implementation and management of the Support Module in Salesforce

Employee Benefit Training and Support:

- ○ Develop and deliver training sessions on employee benefit programs, ensuring employees understand their benefits and maximize utilization
- Collaborate with brokers and HR team to optimize benefit offerings and enhance employee satisfaction
- Serve as Payroll backup
- Leave Planning

Partnering with HR Director on Employee and Corps Member Concerns, Conflict Resolution, and Exits:



- ○ Support HR Director in managing employee relations issues, conflict resolution, and disciplinary actions
- Manage the employee exit process, conduct exit interviews, and analyze feedback to identify trends and improve retention strategies
- Ensure smooth transition and offboarding procedures

Programs Team Leadership Collaboration and Training Implementation:

- ○ Lead collaboration efforts with programs team leaders to align HR initiatives with programmatic goals and objectives
- Implement training programs for programs team leaders on HR policies, procedures, and compliance requirements

Manage Collaboration with Program Ops and Recruitment:

- ○ Partner with Program Operations and Recruitment teams to ensure seamless integration of HR processes and initiatives
- Provide support in recruitment efforts, ensuring alignment with workforce planning and diversity initiatives



Success Indicators After One Year:

- Implemented a streamlined process for mapping trends across teams, resulting in improved member and staff satisfaction scores by 15%
- Enhanced support module management effectiveness, reducing onboarding time by 20% and improving module adoption rates
- Successfully trained and supported managers in performance management practices, leading to a 25% increase in performance review completion rates
- Conducted comprehensive employee benefit training sessions, resulting in a 30% increase in employee knowledge and utilization of benefits
- Collaborated effectively with the HR Director on resolving employee concerns and exits, achieving a 90% satisfaction rate in exit interviews
- Led programs team in achieving alignment with HR initiatives, resulting in improved collaboration and program outcomes

Starting Salary Range

\$75,000 - \$85,000 USD



Thriving at FoodCorps:

In addition to generous medical benefits and an annual \$3000 401(k) matching, FoodCorps provides:

Time Away:

Social justice work is both vital and demanding. FoodCorps recognizes this and provides ample time to step away and recharge, including:

- half-day Fridays
- 5 weeks of accrued time off
- 12 federal holidays (AND your birthday!)
- 2-week winter break
- a sabbatical policy

Family Planning:

As an organization that supports youth development, our family policies need to match our values. To that end, we offer:

- 16 weeks paid parental leave
- Up to \$7500 in financial support towards adoption fees, surrogacy expenses, contraceptive services, and travel for abortion services

Ongoing Support and Professional Development:

At FoodCorps, we want our people to work in the way that works best for them. We provide:

- \$850 annual home office funds
- Internet bill reimbursement
- Partial cell phone reimbursement

How to Apply:

Applications will be accepted until a match is made. Please note that incomplete applications (applications without all requested materials; ie. cover letter, writing or portfolio examples, etc.) may not be considered.

People of color, people with disabilities, veterans, and LGBTQ candidates are strongly encouraged to apply. FoodCorps is committed to a diverse workplace, and to supporting our staff with ongoing career development opportunities. FoodCorps is an equal opportunity employer and does not discriminate in its employment decisions. FoodCorps provides reasonable accommodation to applicants and employees as required by law.

Applicants with disabilities may request reasonable accommodation at any point in the employment process.



Your Safety

Legitimate messages from FoodCorps will only come from an email address ending in)boards.greenhouse.io/foodcorps) not any variations of that (e.g. hr@careers-foodcorps.org, morgan@careers-foodcorps.org, etc). Additionally FoodCorps will not ask you to submit any information outside of our website prior to hire. The best way to contact us regarding employment opportunities is through our site at <https://foodcorps.org/careers/>.

If you suspect you're being targeted as part of a scam we encourage you to [submit a fraud report](#) to the Federal Trade Commission with details about your correspondence with the scammer. This helps the FTC better understand the tactics scammers are using and get a sense of the volume of fraud attempts.

Apply for this job

* indicates a required field

First Name *

Last Name *

Email *

Phone *

Resume/CV *

Attach

Dropbox

Google Drive

Enter manually

Accepted file types: pdf, doc, docx, txt, rtf

Cover Letter *

Attach

Dropbox

Google Drive

Enter manually

Accepted file types: pdf, doc, docx, txt, rtf

LinkedIn Profile

Website

I am one of the following *

Select...



I have the following years of HR experience. *

Select...



I am SHRM-CP or PHR certified. *

Select...



In three words, describe your leadership style. *

Please check which of these competencies you feel you are strongest in (choose up to three): *

Select... ▼

Choose one of the competencies you selected as a strength and tell us why you see it as such. *

Where did you hear about us? *

Select... ▼

Voluntary Self-Identification

For government reporting purposes, we ask candidates to respond to the below self-identification survey. Completion of the form is entirely voluntary. Whatever your decision, it will not be considered in the hiring process or thereafter. Any information that you do provide will be recorded and maintained in a confidential file.

As set forth in FoodCorps's Equal Employment Opportunity policy, we do not discriminate on the basis of any protected

group status under any applicable law.

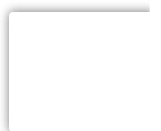
Gender ▼
Select...

Are you Hispanic/Latino? ▼
Select...

Race & Ethnicity Definitions

If you believe you belong to any of the categories of protected veterans listed below, please indicate by making the appropriate selection. As a government contractor subject to the Vietnam Era Veterans Readjustment Assistance Act (VEVRAA), we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA. Classification of protected categories is as follows:


A "disabled veteran" is one of the following: a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or a person who was discharged or released from active duty because of a service-connected disability.



A "recently separated veteran" means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval, or air service.

An "active duty wartime or campaign badge veteran" means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

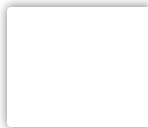
An "Armed forces service medal veteran" means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Veteran Status
Select... 

Voluntary Self-Identification of Disability

Form CC-305
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OMB Control Number 1250-0005
Expires 04/30/2026



Why are you being asked to complete this form?

We are a federal contractor or subcontractor. The law requires us to provide equal employment opportunity to qualified people with disabilities. We have a goal of having at least 7% of our workers as people with disabilities. The law says we must measure our progress towards this goal. To do this, we must ask applicants and employees if they have a disability or have ever had one. People can become disabled, so we need to ask this question at least every five years.

Completing this form is voluntary, and we hope that you will choose to do so. Your answer is confidential. No one who makes hiring decisions will see it. Your decision to complete the form and your answer will not harm you in any way. If you want to learn more about the law or this form, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at www.dol.gov/ofccp.

How do you know if you have a disability?

A disability is a condition that substantially limits one or more of your "major life activities." If you have or have ever had such a condition, you are a person with a disability.

Disabilities include, but are not limited to:



- Alcohol or other substance use disorder (not currently using drugs illegally)
- Autoimmune disorder, for example, lupus, fibromyalgia, rheumatoid arthritis, HIV/AIDS
- Blind or low vision
- Cancer (past or present)
- Cardiovascular or heart disease
- Celiac disease
- Cerebral palsy
- Deaf or serious difficulty hearing
- Diabetes
- Disfigurement, for example, disfigurement caused by burns, wounds, accidents, or congenital disorders
- Epilepsy or other seizure disorder
- Gastrointestinal disorders, for example, Crohn's Disease, irritable bowel syndrome
- Intellectual or developmental disability
- Mental health conditions, for example, depression, bipolar disorder, anxiety disorder, schizophrenia, PTSD
- Missing limbs or partially missing limbs
- Mobility impairment, benefiting from the use of a wheelchair, scooter, walker, leg brace(s) and/or other supports
- Nervous system condition, for example, migraine headaches, Parkinson's disease, multiple sclerosis (MS)
- Neurodivergence, for example, attention-deficit/hyperactivity disorder (ADHD), autism spectrum

disorder, dyslexia, dyspraxia, other learning disabilities

- Partial or complete paralysis (any cause)
- Pulmonary or respiratory conditions, for example, tuberculosis, asthma, emphysema
- Short stature (dwarfism)
- Traumatic brain injury

Disability Status

Select...



PUBLIC BURDEN STATEMENT: According to the Paperwork Reduction Act of 1995 no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. This survey should take about 5 minutes to complete.

Submit application

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