



CAREER MENU

EXECUTIVE LEADERSHIP · GREATER BOSTON · HYBRID 

Fresh Truck Executive Director

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ABOUT FRESH TRUCK

Fresh Truck's mission is to strengthen Boston communities by getting fresh food to the households that need it most. We envision a Boston where fresh, affordable food is a guarantee for every neighborhood, not a privilege. A city where food is

more than nourishment, it's a connection to health, opportunity, and community.

Fresh Truck's programs meet people where they are, delivering solutions to food insecurity in a way that is deeply embedded in the communities we serve. Our markets serve as hubs of connection, where food is accessible, shopping is dignified, and choice is never compromised.

In times of change and uncertainty, Fresh Truck has always stepped in—rapid response, innovation, and community care are in our DNA.

Our Outcomes:

- 19 weekly mobile market locations across Boston
- \$2.4M in food provided to households in 2024
- Serving 60,000+ individuals annually
- Largest HIP (Health Incentives Program) vendor statewide

- Trust and appreciation from the shoppers we serve, [hear it from them!](#)

In 2024, Fresh Truck began operating as an independent nonprofit after over a decade of operating as a program of About Fresh. This independence strengthens our local identity and allows us to focus fully on meeting the evolving needs of Boston's communities.

THE POSITION

Fresh Truck seeks an Executive Director who is committed to building a Boston where fresh, affordable food is available and accessible in every neighborhood. The ideal candidate brings exceptional external relations skills, demonstrated fundraising expertise, and a collaborative, roll-up-your-sleeves approach to leadership.

The Executive Director will work closely with our Board of Directors, manage Fresh Truck's 14-person staff team, and cultivate relationships with funders, community partners, government agencies, and other

key stakeholders. This role requires someone who can be the external face of the organization—telling Fresh Truck's story compellingly to donors, partners, and the broader Boston community—while also building and refining internal systems to support sustainable growth.

Your commitment to equity, strategic thinking, and ability to work collaboratively with an engaged, mission-driven team will be instrumental in advancing Fresh Truck's impact.

This role reports to Fresh Truck's Board of Directors. Fresh Truck's FY25 annual operating budget is \$2MM.

MAJOR FUNCTIONS & RESPONSIBILITIES

Organizational Leadership & Strategic Vision

- Ensure the success and sustainability of current operations while identifying strategic opportunities for programmatic expansion aligned with Fresh Truck's mission and capacity

- Build and execute strategic plans that position Fresh Truck for sustainable growth while maintaining our community-centered values and scrappy, hands-on culture
- Evaluate and strengthen Fresh Truck's impact through strong relationships with partners, collaborators, volunteers, staff, donors, governmental agencies, and community organizations

External Relations & Fundraising

- Serve as the primary external spokesperson and storyteller for Fresh Truck, compellingly articulating our mission, impact, and approach to diverse audiences
- Cultivate and steward high-level relationships with individual donors, corporate partners, and other funding sources to diversify revenue streams

- Partner with the Director of Development & Communications to maintain and grow foundation and corporate support while taking primary responsibility for major donor engagement
- Leverage an existing network in Boston to expand Fresh Truck's visibility and partnerships across the nonprofit, philanthropic, and business sectors
- Represent Fresh Truck in community forums, at events, and in policy conversations related to food justice and equitable access

Program Stewardship & Operations

- Work closely with staff, Board, and key stakeholders to align programmatic outcomes with strategic goals
- Use data to drive decisions and promote continuous improvement across all program areas

- Assess, enhance, and maintain Fresh Truck's systems and infrastructure with a practical, hands-on approach—building solutions that match our resource reality rather than implementing costly systems beyond our capacity
- Ensure operational excellence while remaining grounded in the day-to-day realities of our work, including regular presence at market sites and our Roxbury headquarters

Team Leadership and Management

- Center Fresh Truck communities in all decision-making through strong organizational practices
- Sustain and evolve Fresh Truck's culture of teamwork, mutual respect, transparency, and meaningful collaboration among staff
- Nurture a transparent and supportive culture with high accountability for outcomes, where staff can

bring their whole selves to work

- Directly manage operations, programming, and advancement departments, and develop staffing structure as the organization scales
- Oversee all aspects of personnel management and human resources across the organization
- Complement the existing team's strengths, recognizing and building on the expertise already present

Systems & Technology

- Build and refine strategic nonprofit systems for development, communications, volunteer management, and community engagement—bringing fresh perspective while understanding resource constraints
- Implement practical technology solutions that improve efficiency

- Lead on the use and refinement of existing tools- including Salesforce, Google Drive, and budget management platforms- ensuring effective processes across the organization
- Balance visionary thinking with a realistic assessment of what's achievable given organizational size and resources

Advocacy & Policy Engagement

- Maintain working knowledge of developments in food policy, including SNAP, HIP, and other public benefits that directly impact our work and the communities we serve
- Build Fresh Truck's profile as a sought-after resource on food access, community-centered programming, and innovative approaches to food justice
- Develop cross-sector partnerships that advance both service delivery and policy solutions

QUALIFICATIONS & EXPERIENCE

There are innumerable ways to learn, grow, and excel professionally. We respect this when we review applications and take a broad look at the experience of each applicant. We want to get to know you and the unique strengths you will bring to the work. This said, we are most likely to be interested in your candidacy if you can demonstrate the majority of the qualifications and experiences listed below:

Required:

- Minimum of 4 years of professional experience with a minimum of 3 years in a leadership role contributing to organizational strategy
- Demonstrated commitment to equity, justice, and community-centered approaches—with lived experience and/or professional background working with communities facing systemic barriers to resources

- Strong external relations skills, including fundraising expertise, public speaking, and the ability to compellingly tell stories about impact
- Experience building sustainable partnerships with nonprofits, businesses, academic institutions, and government agencies
- Proven ability to build and refine nonprofit systems (development, communications, volunteer management) with a hands-on, practical approach suited to resource-constrained environments
- Staff management experience and demonstrated ability to coach, support, and develop high-performing teams
- Experience working in small, scrappy nonprofit environments where leaders wear multiple hats and engage directly in operations

- Comfort with both strategic thinking and getting into operational details—able to build systems while also being present at market sites and comfortable in a warehouse environment
- Strong analytical skills and proficiency in using data to drive programmatic and fundraising decisions
- Demonstrated ability to collaborate effectively with colleagues, Board members, external partners, and direct reports
- Service mindset with commitment to working "shoulder to shoulder" with program operations
- Strong knowledge of and connections to Boston communities, nonprofits, or funders
- Familiarity with community organizing and community-led processes

- Experience with or understanding of how communities navigate access to food, housing, and other basic needs

Preferred:

- Experience as an Executive Director, CEO, or senior leadership team member (COO, Chief Development Officer, or similar) at a nonprofit organization
- Understanding of food justice, food access, and the policy landscape around SNAP, public benefits, and resource navigation

LOCATION, COMPENSATION & BENEFITS

This is a full-time, hybrid position. Candidates should live in the Greater Boston Area. The Executive Director will be expected to regularly work from the Fresh Truck headquarters in Roxbury and to visit our market sites around Boston with regularity. Additionally, the

ED will be expected to regularly meet in person with stakeholders and donors in the Boston area.

The salary range for this position is **\$145,000 - \$155,000 annually**. Fresh Truck offers a comprehensive benefits package including medical, dental, vision & disability insurance, retirement plan, and flexible paid time off.

HOW TO APPLY

Interested candidates are encouraged to promptly submit their applications through our online portal. All applicants will receive a response to their application. Please email rcostello@positivelypartners.org with questions or for support in submitting your application.

Candidates who advance should expect:

- Initial interviews with the recruitment team at Positively Partners in November 2025

- A virtual interview with members of a Search Committee comprised of Fresh Truck stakeholders
- A multipart interview and market visit with Fresh Truck staff in December 2025

The target start date is the first quarter of 2026. Positively Partners is committed to conducting an equitable, accessible assessment process. If you would like to request an accommodation during the interview process, please email search@positivelypartners.org. Accommodation requests will be handled confidentially.

Fresh Truck practices equity, inclusion, and belonging throughout our programming, hiring practices, and organizational design to create an environment where diverse perspectives, ideas, and identities are valued and integrated into our way of working and making decisions. Fresh Truck staff represent a wide range of racial, socioeconomic, gender, religious, and national identities, and we value the depth this brings to

carrying out our mission. Fresh Truck is an equal opportunity employer.

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Department

[Executive Leadership](#)

Role

Executive

Locations

Greater Boston

Remote status

Hybrid

Organization

Fresh Truck

about positively partners

Positively Partners is a social enterprise committed to helping schools, nonprofits and socially-minded organizations achieve exceptional performance from their employees.

We are psychology practitioners, human resources professionals, trainers and system design experts **working together to create highly productive, mission-driven, work communities.**

Founded in 2016

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How did you hear about this position? *

- ☐ I was referred by someone
- ☐ I noticed the opening while browsing your website
- ☐ I heard about it from Positively Partners

☐ I saw the posting on a third-party job board

By whom were you referred? (optional)

Type an answer...

Which job board did you find us on? (optional)

Type an answer...

Where are you located (City, State)? *

Type an answer...

What pronouns do you use (e.g. he/him, she/her, they/them)? *

Type an answer...

Personal information

First name *

Jane

Last name *

Doe

Email *

jane@example.com

Phone *

☐ +1 201-555-0123

Upload CV *

Drop your file or upload

Additional files

Drop your file or upload

Cover letter*

Write your letter...

[Submit application](#)

By submitting this application, I agree that I have read the Privacy Policy and confirm that Positively Partners store my personal details to be able to process my job application.

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