Trenton Area Soup Kitchen

KEES
Alford Executive Search

One Mission. One Continuum. One Future.

KEES is partnering with TASK to evaluate candidates for the Chief Program & Impact Officer (CPIO) role.

Executive Leadership | Full-Time | Trenton, NJ

About TASK

The Trenton Area Soup Kitchen (TASK) feeds those who are hungry in the Trenton Area and offers programs to encourage self-sufficiency and improve the quality of life of its patrons. Every person we serve moves along one continuum of care, at their own pace, across five stages:

- Food First – meeting immediate needs with dignity
- Stabilization & Connection – linking patrons to essential support
- Readiness & Skill-Building – building confidence and capability
- Employment & Placement – opening doors to meaningful work
- Self-Sufficiency & Economic Mobility – sustaining independence

Every role at TASK, including this one, supports patrons somewhere along that continuum.

Theory of Change and Organizational Impact

All TASK employees contribute to the organization's Theory of Change by providing food first and supporting opportunities for greater stability, self-sufficiency, community connection, belonging, and improved quality of life. This position sits at the center of all five Theory of Change Pillars: the CPIO leads organization-wide implementation of the Theory of Change, ensuring Food First, Stabilization & Connection, Readiness & Skill-Building, Employment & Placement, and Self-Sufficiency & Economic Mobility operate as one coherent, measurable, patron-centered continuum. Success in this role directly supports One Mission. One Continuum. One Future.

The Opportunity

TASK is seeking a strategic, mission-driven Chief Program & Impact Officer to serve as the CEO's implementation partner for mission delivery. The CPIO leads organization-wide execution of TASK's Theory of Change, defines what our programs are intended to achieve and how success is measured, and ensures food access, stabilization, connection, education, workforce readiness, employment, and community-belonging strategies operate as one patron-centered continuum. This is a full-time, salaried executive position based in Trenton, NJ, with regular community and partner engagement across TASK's service area.

What You'll Do

- Lead implementation and continuous refinement of TASK's Theory of Change across programs, budgets, policies, and practices, translating Board priorities into an integrated program strategy.
- Provide executive oversight for Education & Employment, Social Services, Community Engagement & Belonging, Community Meal Sites, and other mission programs, building referrals and handoffs so they function as one integrated portfolio.

- Own the programmatic definition of success — outcome frameworks, KPIs, and data definitions — and lead regular performance reviews with program leaders.
- Set enterprise strategy for education, workforce readiness, career placement, and employment retention as pathways to economic mobility.
- Recruit, supervise, and develop program leaders; manage program budgets with the CFAO; and support resource development through outcomes and funder engagement.
- Represent TASK with community partners, employers, funders, and the Board.

What We're Looking for

- Bachelor's degree in nonprofit management, public administration, social work, education, workforce development, evaluation, or a related field, or equivalent experience.
- At least 10 years of progressive leadership experience, including senior responsibility for multiple programs, strategy execution, and staff leadership.
- Demonstrated ability to translate mission and strategy into integrated services, measurable outcomes, and management accountability.
- Experience using data, patron feedback, and evaluation findings to improve programs and communicate impact.
- Strong executive communication, facilitation, judgment, and change-management skills.
- Commitment to trauma-informed, equitable, strengths-based, patron-centered practice.
- Master's degree and experience leading multi-service nonprofit or workforce-development programs are a plus, as is experience presenting to a Board or supporting fundraising and grant development.

Who Thrives Here

- You're a systems thinker who can translate mission into measurable, integrated program strategy.
- You lead with equity and center patron voice and lived experience in every decision.
- You're a confident executive partner — comfortable driving change, holding leaders accountable, and reporting to a Board.

Compensation & Benefits

Salary Range: $138,000 - $145,000

Compensation within the stated salary range will be determined based on the candidate's qualifications and relevant experience

TASK offers a generous health benefits package including medical, dental, vision, hospital indemnity, and life insurance; paid time-off benefits, and 401k retirement plan.

To provide more information please CLICK HERE.