Workforce Empowerment Manager
Full time, Exempt, Salary position

Location
San Francisco, CA **(in person/no hybrid opportunities)**

Compensation
$79,000 - $86,000 commensurate with experience
100% employer funded health & dental benefits after 90 days
Other benefits include 12 paid holidays, 12 days PTO, staff lunch, cell phone reimbursement, commuter reimbursement account and wellness stipend

Application Deadline
Complete applications will be reviewed on a rolling basis with a final deadline of ***December 15, 2026***

Organization Overview

Are you interested in joining a committed team that is passionate about changing the world, one meal at a time? If so, you may find yourself at home at Farming Hope!

Farming Hope is a 501(c)3 food justice nonprofit. Our **mission** is to empower folks experiencing major barriers to employment to cook food to sustain themselves and their communities. Fueling our pursuit of lasting social change are our guiding principles: that food is a human right, that everyone deserves an empowering livelihood, and that neither food nor human potential should go to waste.

In service of this mission, we provide a culinary job training program for community members who are overcoming obstacles such as former incarceration or homelessness. Our paid 12 week program helps adults transition to personal well-being and employment while nourishing food insecure neighbors and preventing cosmetically-imperfect food from going to waste. We are proud to have provided 70,000 paid training hours, served more than 240,000 meals to the community, distributed more than 460,000 pounds of groceries, and recovered more than 58,000 pounds of food over the last two years. We're looking forward to making even more of an impact in the years to come. Learn more about our organization at farminghope.org.

Farming Hope is an equal opportunity employer. We enthusiastically accept our responsibility to make employment decisions without regard to race, religious creed, color, age, sex, gender, sexual orientation, gender identity, national origin, religion, marital status, medical condition as defined under State law, disability, military service, pregnancy, childbirth and related medical conditions or any other classification protected by federal, state, and/or local laws and ordinances.

At Farming Hope we have a clear vision to be a place where a diverse mix of talented people are able to learn, teach, and grow. Diversity is more than a commitment at Farming Hope—it is necessary to advance equity and inclusion for the Apprentices in our training program and our diners in the community.

Position Overview

The Workforce Empowerment Manager plays a vital role in supporting Farming Hope's mission to empower program participants. This role is a key member of our Apprenticeship Program Team, supporting and working closely with program participants and graduates to ensure successful integration into the workforce by securing sustainable employment. This role will support approximately 25 Apprentices per cohort; cohort sizes may increase over time based on organizational bandwidth and training opportunities. The Workforce Empowerment Manager will lead job readiness curriculum development and instruction that includes job search strategies, resume building, interview preparation, and more. This position will also cultivate and manage employment partnerships to identify opportunities, provide information about our workforce program, and connect our participants to full time employment, internships/ externships, etc.

Additionally, this position will maintain and grow our employer network, track job placement outcomes, survey employer satisfaction, and report recruiting activities to internal teams and external partners. The Workforce Empowerment Manager will also co-develop systems to track alumni outcomes and provide long-term support to graduates through holistic engagement strategies that keep our community connected and thriving. This position requires an ability to engage patiently with individuals facing multiple barriers to stability—including those impacted by homelessness, incarceration, or systemic inequity—and to apply harm reduction and trauma-informed approaches. It also calls for strong relationship-building skills with both graduates and employers, and a passion for helping others navigate toward sustainable career paths.

At Farming Hope, we are a small, mission-driven team of problem solvers who take ownership of our work. For those who love food, community, and have a deep desire to

make an impact, this is game-changing work in a meaningful, collaborative, and energizing environment and culture.

Responsibilities include but are not limited to:

- Partner with the Apprenticeship Team to support graduates in securing and sustaining full-time employment after graduation
- Build and maintain relationships with employment partners to connect graduates to opportunities; manage systems to track employment partnerships and ensure consistent follow-up and engagement
- Support the development, implementation, and management of alumni engagement strategies, serving as the primary liaison for graduates, providing continued support and career coaching
- Track and report employment outcomes, including data for grantee reporting
- Collaborate with Apprenticeship Team to support curriculum development and execution surrounding job readiness and professional advancement in areas such as resume building, job search strategies, mock interviews, etc.
- Participate in internal team meetings and contribute to continuous program improvement
- Other duties as assigned to help drive to our vision and fulfill our mission

Candidate Qualifications

- 3+ years workforce development, recruiting, case management, or similar experience
- 2+ years in hospitality or food service
- Strong partnership-building experience with employers, training providers, or community partners
- Coaching, mentoring, and management experience
- Experience working with marginalized communities, especially those impacted by homelessness or incarceration
- A self-directed mindset, able to take initiative and prioritize multiple tasks and projects
- Knowledge of trauma-informed approaches and harm reduction principles
- Excellent written and verbal communication skills
- Experience with data entry and management systems - ie. Airtable, Salesforce, City grant tracking systems, and other cloud databases
- Comfortable with outcome tracking and using data to inform strategy
- Strong interpersonal communication and organizational skills
- Flexibility with a dynamic work environment
- Commitment to social justice and systemic transformation

***Other Preferred Qualifications*:**

- Spanish proficiency preferred
- Previous lived experience with socio-economic barriers strongly preferred

To Apply

Send your **resume & cover letter** as PDF files to hiring@farminghope.org. *Complete applications will be reviewed on a rolling basis with a final deadline of* ***December 15, 2026.***