

## **Request for Proposals for Leadership Training Program:**

***Application Deadline: Friday, June 23, 2023 by 5:00 PM E.S.T.***

Food Bank of South Jersey (FBSJ) is requesting the services of an outside firm or consultant to assist our organization in developing and implementing an effective leadership training program that will allow us to maximize our leadership capacity. The selected partner will be responsible for completing the items identified in this project's scope of work. FBSJ invites you to submit a proposal to furnish materials in accordance with the terms, conditions and specifications contained in this document.

### **Background**

The Food Bank of South Jersey (FBSJ) believes that no one should go to bed hungry. Since 1985, it has served the children, families, and seniors of Burlington, Camden, Gloucester, and Salem counties by distributing safe and healthy food, providing nutrition education and cooking courses, and developing sustainable pathways for neighbors to improve their lives. A 501(c)(3) nonprofit organization and member of Feeding America, FBSJ distributed 15 million meals in 2022, through direct distributions and its network of more than 200 partner agencies. For more information, visit [FoodBankSJ.org](http://FoodBankSJ.org).

FBSJ is committed to differentiating our employer value proposition by establishing a learning culture within the organization to provide growth and development opportunities for employees. The long-term vision for the FBSJ includes leadership training, basic skills training and building the skills of our team for the challenges of tomorrow. This vision is a key component of our Diversity, Equity, Inclusion and Belonging (DEIB) goals as outlined in our Strategic Plan. While our journey to becoming a more equitable organization continues as we become more intentional and deliberate with our programming and practices, we recognize that ensuring career growth and opportunity for all employees is a pillar of our DEIB efforts.

The proposed planning phase led by the successful consultant will assess how we are aligned to the development outcomes that we seek and let us know best practices to elevate our performance and maximize our leadership capacity.

As a first step, we are looking for a consultant to facilitate a skills gap assessment to ensure that we have skills and competencies needed to build that capacity in each department and then to develop a plan to implement a training program for management and those identified formally or informally as leaders. This commitment to better understanding our current status and growing for the future is a core tenet shared by the leadership team and board, who are collaborating with us on a succession plan. The team looks forward to working closely with the selected consultant to facilitate the work and process.