



Wholesome Wave is seeking a dynamic Associate who shares our passion to change the current food system. We are looking for seasoned MBAs to join our team and help us apply business discipline to scale the enterprises that operate behind delivering "Farm to Table." Help us expand our work to develop markets for family farms and cultivate healthy local economies in under-invested communities.

Industry areas of focus

Social enterprise, Sustainable agriculture/farming, Food distribution, Impact investing, Food security, Economic development

About Wholesome Wave and HFCI

Wholesome Wave empowers and equips communities to make better food choices. By working in partnership with healthcare providers, farmers markets, community leaders, aligned nonprofits and government entities, Wholesome Wave nourishes neighborhoods across America. Our current programs promote both access to and affordability of fresh, locally-produced healthy food in low-income communities through 250+ markets across the U.S. Please visit www.wholesomewave.org for more information.

In 2011, Wholesome Wave launched the Healthy Food Commerce Initiative (HFCI), a new program with a mission to strengthen regional agriculture by catalyzing the development of regional food infrastructure.

The HFCI team works to direct and manage investments in mission-driven food distribution & processing enterprises, also referred to as "healthy food hubs."

It is our goal to help the channels for "local food" expand so regional farms can more reliably, safely and efficiently source product to institutional buyers like hospitals, schools and large dining outlets. While retail demand for locally grown food has exploded, consistent and simple local sourcing remains problematic for institutional buyers, partly due to challenges with logistics & distribution and marketing.

Across the country, entrepreneurs have emerged to tackle these challenges, launching farm-centric commercial distribution firms that aim to make local food sourcing easy while preserving farm livelihoods. HFCI is focused on directing early stage capital and business development assistance to these firms (aka "food hubs"). When managed effectively, these food hub enterprises have the potential to be viable businesses that efficiently connect rural production with urban demand. The outcome of such commerce drives regional economic activity, raises farm incomes and preserves farmland acreage.



**Position
Description**

We are hiring for either a Summer Associate or Associate

The HFCI Associate will be responsible for driving on-the-ground progress and impact at portfolio organizations. By leading the diligence, research and analysis associated with investments, the HFCI Associate will play a critical role in helping portfolio organizations actualize the growth opportunities proposed in business plans.

Responsibilities include:

1. Manage relationships with key management at active and potential portfolio projects
2. Lead due diligence activities at target organizations, working with key executives, staff, their customers, suppliers and partners.
3. Develop detailed financial and operating models to assist with analysis and evaluation.
4. Monitor operational results and work with team to devise solutions for performance improvement along triple bottom line metrics.
5. Participate in structuring and executing investments transactions.
6. Prepare appropriate materials to present & communicate progress to WW leadership.
7. Conduct industry research when needed (e.g., market trends in food distribution, developments in impact investment arena, analyzing business models and competitive dynamics, etc).

The HFCI Associate will work day-to-day with the HFCI Managing Director and will interact regularly with Wholesome Wave senior leadership and cross-department directors.

**Skills &
Qualifications**

We are looking for a self-directed individual who shares our passion to change the current food system and wants to shape the world of impact investing. Ideal candidates will have the following:

- Bachelor's degree. Advanced degrees (e.g., MBA) or equivalent with financial analysis training.
- At least 1-2 years of experience working with a consumer food company, an entrepreneurial enterprise, a social/impact investment organization, or a trade/supply chain partner (preferred)
- Superb written and verbal communication skills. Ability to present arguments and ideas using a variety of formats such as slides, charts, narratives, etc.
- Excellent quantitative and financial analysis skills
- Ability to work effectively in a "start-up" environment, i.e., flexibility to adapt to changing resources and dynamic deadlines, ability to assume different roles when needed and adjust to evolving priorities.
- Ability, humility and disposition to interact with a wide variety of stakeholders, from family farmers to federal policy makers, prominent chefs to institutional buyers, community leaders to business leaders.
- Highly organized with excellent time management skills and unwavering attention to detail.



Job Description: HFCI Associate
February 2012

Location and Travel:	Flexible; priority given to candidates based in the Northeast region. Periodic travel required to Bridgeport, CT and other locations within the U.S.
Ideal Timing:	Rolling timeline for start date. Indications of interest requested by March 31, 2012.
Compensation:	Negotiable within a range, in line with comparable nonprofit positions We welcome interest for Summer Associate internship positions (1 st year or post-MBA/2 nd year) and positions may be converted to full-time pending performance.
Contact:	Please send resume and email cover letter to Malini Ram Moraghan malini@wholesomewave.org