



## F3 Innovate

**Position Title:** Director of Innovation & Industry Programs

**Location:** Fresno, CA

**Status:** Full-time, Exempt

## About F3 Innovate

**Farms-Food-Future Innovate (F3 Innovate) is the nation's hub for climate-smart agrifood technology and engineering.**

California's Central Valley is a food-producing powerhouse with 13,650 farming enterprises generating 350 commodities annually valued at \$70B. However, the region has populations and communities which are persistently impoverished and environmentally burdened. Systemic barriers to innovation and investment prevent the region from benefiting from its human talent and globally recognized food system assets.

Headquartered in California's Central Valley, F3 Innovate drives inclusive innovation through the development, commercialization and adoption of agrifood technology solutions for the food systems value chain, resulting in 1) a diversified Central Valley economy with high-quality jobs and economic mobility for its residents; 2) net-new U.S. export capabilities; 3) sustainable local and regional food systems within the Central Valley; and 4) solutions for global agricultural production, processing and transport.

To accelerate regional economic opportunity and to enable global innovation in climate resilience, F3 Innovate collaborates with industry leaders, research institutions, engineers, technologists and small and large farmers. F3 Innovate drives agrifood technology research and development, innovation, commercialization and business acceleration by:

- serving as an innovation network and support system to help entrepreneurs scale and accelerate solutions locally to solve global challenges.
- connecting entrepreneurs to public and private sector resources, building collaborations and providing technical assistance.
- supporting climate smart technology startups and engaging entrepreneurs to enable more rapid and scalable technology commercialization.

We are a 501(c3) nonprofit, initially funded with over \$9M in federal and state funding and anchored by University of California, Merced; California State University, Fresno; University of California Agriculture and Natural Resources (UCANR); Central Valley Community Foundation; and the Governor's Office of Business and Economic Development (GO-Biz). F3 Innovate collaborates with the broader F3 Initiative, comprised of three major project areas focused on workforce development (AgTEC), small business development (Local Farm and



Food Innovation) and research-to-commercialization and business acceleration (F3 Innovate).

For more information, please visit our website at <https://www.f3innovate.org/>.

## The Opportunity

Join our new start-up organization and help us build our programs from the ground up! As the Director of Innovation & Industry Programs, you will be responsible for developing, implementing, and managing a wide array of programs and strategic initiatives focused on fostering commercialization, innovation and entrepreneurship across the F3 Innovate ecosystem. You will build strong relationships with partner organizations and stakeholders to deliver high-impact programming that supports collaborative innovation at the intersection of academia and agrifood industries. This is a unique opportunity to help entrepreneurs, start-ups, and businesses translate their ideas into market-ready products. By ensuring the transfer of technologies and innovations from research to the commercial market, you will help advance climate smart agrifood technologies serving the Central Valley and uplifting equitable economic development across the region.

## Responsibilities

The Director of Innovation & Industry Programs will build out and manage new projects, programs, and partnerships to advance agrifood innovation across the Central Valley. They will collaborate with and report to the Chief Executive Officer, but will be responsible for developing and executing programs independently. Duties include, but are not limited to:

- **Program Development and Management**
  - Independently design and implement programs that support cross-sector innovation and entrepreneurship, including workshops, mentorships, and networking events.
  - Identify needs and opportunities for new innovation and commercialization programs that align strategically with F3 Innovate and our academic, industry, and agricultural partners.
  - Plan and coordinate research projects, field trials, and solution testing for start-ups and industry partners.
  - Plan and coordinate events and workshops related to commercialization, innovation, and entrepreneurship, ensuring high levels of participation and engagement.
  - Collaborate with F3 Initiative Partners to leverage resources and event spaces to achieve desired outcomes.
  - Implement ongoing monitoring, evaluation, and quality improvement to strengthen programs and achieve desired results.



- **Partner Development and Member Engagement**
  - Proactively identify and build relationships with potential partners, including local farms and suppliers, universities, entrepreneurial support organizations, trade/industry organizations, incubator/accelerator programs, and a wide breadth of ag and agtech industry players.
  - Cultivate a network of F3 Innovate mentors, advisors, technical partners, industry experts, and individual contributors to provide ad hoc advice, guidance, expertise, and solutions.
  - Build a comprehensive understanding of partners and stakeholders needs and challenges, to inform strategic and tailored programs, supports, and connections.
  - Leverage relationships and networks to build bridges and facilitate connections that drive use-driven collaborative research and innovation.
  - Negotiate and manage partnerships to increase F3 Innovate's access to local resources and expertise.
  - Maintain ongoing communication with partners to enable successful collaboration and program outcomes.
  - Work closely with F3 Initiative Partners to maximize collaboration, engagement, and efficiencies.
- **Reporting and Analysis:**
  - Track and report on key metrics related to program participation and outcomes.
  - Analyze data to assess the effectiveness of programs and identify areas for improvement.
  - Establish and maintain tools and systems for creating surveys, soliciting feedback, tracking programming data, etc.
  - Provide regular updates to the CEO, Chief Commercialization Officer and other stakeholders on program progress and impact.

## Desired Qualifications

Looking for an experienced program director to come help us build the plane while we fly it! The Director of Innovation & Industry Programs will be a self-starter with a bold vision for innovation and agtech in the Central Valley. Specifically, we are looking for someone with the following experience:

- **Program Design & Management**
  - Proven track record of independently developing and executing effective programs from the ground up, in a start-up environment.
  - At least 3 years in program development/design, in the primary leadership role.
  - At least 7 years experience in program and project management.



- Ability to structure and manage program partnerships.
- Experience developing and responsibly overseeing a programmatic budget.
- Experience applying for and reporting on government and philanthropic grants preferred.
- Familiarity with invention disclosure and intellectual property prosecution and protection: utility patents, design patents, plant patents, copyright and trademarks.
- Demonstrated experience planning and executing complex events, including detailed logistics, promotion, and stakeholder management.
- **Leadership & Communication**
  - Experience working on small start-up teams with limited direction and structure - a proactive self-starter, comfortable working both independently and collaboratively.
  - Comfortable operating in ambiguity and taking strategic risks to achieve goals.
  - Excellent written oral and public speaking skills, with the ability to translate complex technical topics to a wide range of stakeholders.
  - Ability to motivate, influence, and mobilize partners around a shared vision.
  - Capability to build relationships and strategic partnerships effectively and authentically across cultures and diverse constituencies.
  - Experience navigating competing interests and building common ground among stakeholders.
- **Organizational Skills**
  - Advanced project management experience, certification preferred.
  - Strong attention to detail, with the ability to practice strong judgment to prioritize tasks and manage time efficiently.
- **Demonstrated awareness and promotion of equity, inclusion and justice:**
  - A commitment to inclusive and innovative agrifood technology, sustainable food production and economic development aligned with [F3 Innovate's mission and values](#).
  - Appreciation of diverse viewpoints, communication styles and experiences.
  - Demonstrated understanding of principles and practices of inclusive innovation, including racial and gender equity as an organizational operating principle.
  - Commitment to continued learning on issues related to race, gender, equity, diversity and inclusion.
- **Relevant sector experience:**
  - First-hand experience in experimental design and statistical analysis of results.
  - Passion for fostering innovation and elevating entrepreneurial mindsets.



- Experience working in or partnering with stakeholders in relevant fields, including academia, agrifood industry players, and entrepreneurs.
- Bachelor's degree required; advanced degree (Master's) in a relevant field (e.g., business, science, engineering, agriculture) preferred.
- Understanding of academic structures, systems, and processes preferred.
- Knowledge of the local, national, and global climate-smart agrifood tech and engineering landscape preferred.
- Regular travel required within the Central Valley to attend meetings, trainings, and site visits. Must have a valid driver's license and reliable transportation.

## Salary & Benefits

**Compensation:** \$130,000 - 180,000

**Benefits:** Benefits will include health insurance; holiday, sick and vacation leave; and other benefits.

F3 Innovate is an equal opportunity employer. We encourage individuals from diverse backgrounds to apply.

## Application Process

To apply, submit your application at the link [here](#).

Your application should include:

- Resume
- Cover Letter: In 200 words or less per prompt, describe the following:
  - a. Why are you uniquely positioned to serve as F3 Innovate's Director of Innovation & Industry Programs?
  - b. A specific experience when you designed a new program that cultivated innovation. What was the program, what challenges did you encounter, and what were the outcomes?
  - c. A time when you facilitated, organized, or led a collaborative effort to solve a challenge (an example of cross-sector collaboration involving academia and business is preferred, but not required). What was the challenge, how did you facilitate alignment, and what were the outcomes?
  - d. Your experience engaging in or supporting research, development, commercialization, and/or entrepreneurship. What was your role, how did you work with others, and what impact did you have?
- Three professional references



- a. Name, relationship to you, email address and phone number

We will review applications on a rolling basis, with the first set of screenings beginning the week of November 4th.

For questions, please contact [f3innovatejobs@gmail.com](mailto:f3innovatejobs@gmail.com).