



F3 Innovate

Position Title: Director of Talent 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 Talent Programs of F3 Innovate, you will develop, oversee, and evaluate F3 Innovate programs that build bridges, connections, and collaborations between local schools, universities, industry, and community partners to equip and empower the next generation of entrepreneurs and leaders in climate smart agrifood technology. The ideal candidate will have significant experience designing and leading talent development and community learning programs. This is a unique opportunity to develop a thriving workforce, drive the economic vitality of the Central Valley, and advance the field of climate-smart agrifood technology and engineering.

Responsibilities

Under the guidance of the Chief Executive Officer, the Director of Talent Programs will weave workforce and educational networks to support the local talent pipeline of each part of the agriculture value chain, from entrepreneurs to agrifood tech researchers. They will build out new programs and partnerships to advance agriculture technology innovation across the Central Valley. Duties include, but are not limited to:

- **Develop and Facilitate Fellowships, Internships, and Apprenticeships**
 - Collaborate with agrifood industry partners, workforce development partners, and relevant non-profits to create mutually beneficial opportunities for student fellowships, internships, and apprenticeships.
 - Partner with local colleges, trade schools, and universities to design and promote opportunities.
 - Conduct screening and matchmaking to support the most appropriate and effective placements.
 - Conduct oversight and evaluation to assess successes, challenges, and inform program improvement.
- **Plan & Host Student Events to Spark Innovative Solutions**
 - Plan and host hackathons and other entrepreneurial and innovation events and competitions to support hands-on learning and develop solutions to real-world challenges.
 - Collaborate with partners in local agrifood industries to identify real-world challenges ripe for hackathon-driven solutions.



- Define event purpose, process, and audience, leveraging existing resources and partnerships, while mitigating potential risks.
- Coordinate and manage all event logistics, such as identification of venue, supplies, registration, and stakeholder communications.
- Promote events to cultivate community support and recruit participants, judges, volunteers, mentors, and sponsors.
- **Develop K-12 Agritech Learning Opportunities**
 - Partner with schools and youth-serving organizations to facilitate learning engagements to expose children and teens to opportunities in agriculture, technology, engineering, and entrepreneurship.
 - Recruit entrepreneurs, farmers, and industry leaders to speak at workshops, farm tours, career days, and other youth events.
- **Build and Maintain Partnerships to Steward F3 Innovate's Mission**
 - Alongside F3 Innovate colleagues, foster connection and collaboration across students, researchers, farmers, investors, policymakers, communities, and other stakeholders, building shared vision and an innovation ecosystem for sustainable food production.
 - Represent F3 Innovate and [F3 Innovate's mission and values](#) at industry conferences and events.
- **Reporting & 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.
 - Provide regular updates to the CEO, Chief Commercialization Officer and other stakeholders on program progress and impact.

Desired Qualifications

- **Program Design & Management**
 - Proven track record of developing and executing effective programs from the ground up, while playing the primary leadership role.
 - At least 3 years experience in program development/design.
 - At least 6 years experience in program management.
 - Experience developing and responsibly overseeing a programmatic budget.
 - Demonstrated experience planning and executing complex events, including detailed logistics, promotion, and stakeholder management.
- **Leadership & Communication**
 - Excellent written oral and public speaking skills, with the ability to translate complex technical topics to a wide range of stakeholders.



- 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.
- Experience working on small start-up teams with limited direction and structure - a proactive self-starter, comfortable working both independently and collaboratively.
- **Organizational Skills**
 - 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:**
 - Capability to work effectively and authentically across cultures and diverse constituencies.
 - 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:**
 - A commitment to inclusive and innovative agrifood technology, sustainable food production and economic development aligned with [F3 Innovate's mission and values](#).
 - Experience in talent development, workforce development, youth development, or education.
 - Experience supporting talent development in technology, or entrepreneurship and innovation, a plus.
 - Advanced degree (Master's) in a relevant field (e.g., leadership, education, technology) preferred; Bachelor's degree required.
 - 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: \$115,000 - \$130,000

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 Talent Programs?
 - b. A specific experience when you designed a new program that engaged students to promote experiential learning and innovation. What was the program, what challenges did you encounter, and what were the outcomes?
 - c. A time when you organized a complex event that involved a diverse set of participants, including academia, industry, and beyond. What was the event, what challenges did you encounter, and what were the outcomes?
 - d. Describe a time when you developed an evaluation system for an initiative. How did you set up systems for tracking progress and outcomes? What were your specific goals and how did you use these metrics to identify areas of improvement?
- 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.