



F3 Innovate

Position Title: Chief Finance Officer (CFO)

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

We are actively seeking a visionary and strategic leader to serve as Chief Financial Officer (CFO) of F3 Innovate. Reporting directly to the CEO and collaborating closely with the Board of Directors, the CFO will play a critical hands-on role managing the financial functions of a new, mission-driven nonprofit organization. You will lead financial planning and reporting, oversee financial systems and operations and ensure compliance with legal and regulatory requirements, including grant reporting. This is a unique opportunity for an entrepreneurial, experienced leader to make a significant impact on the economic vitality of the Central Valley and the field of climate-smart agrifood technology and engineering.

Position Description

Responsibilities

- **Financial Leadership and Strategy**
 - Partner with leadership to develop a comprehensive financial plan and business model that supports [F3 Innovate's mission and values](#).
 - Lead and oversee short- and long-term financial planning, reporting, forecasting and budgeting to identify opportunities, anticipate challenges and manage risks effectively.
 - Support leadership to pursue strategic fundraising and earned revenue opportunities to diversify and grow resources for F3 Innovate and the broader F3 coalition.
 - Creatively leverage available funds.
- **Finance and Administrative Operations**
 - Develop systems, policies and procedures to establish and maintain robust accounting and financial management practices.
 - Develop, track, report and present on key financial metrics to monitor and assess the overall financial health of the organization.
 - Prepare and present timely and accurate monthly, quarterly and year-end financial statements and reports to organizational leadership and key stakeholders.
 - Oversee all accounts, ledgers and reporting systems to maintain accurate and up-to-date financial records.



- Oversee financial reporting for grants and contracts.
- Manage external accounting contractors to ensure the proper maintenance of all other accounting systems and functions.
- Support the set-up of facilities for the F3 Innovate office.
- Oversee daily business and administrative operations.
- Provide oversight and guidance of human resources.
- **Audit and Internal Controls**
 - Develop and manage internal systems, controls, processes and procedures to ensure the integrity, accuracy, compliance and usefulness of financial information and reporting.
 - Ensure legal and regulatory compliance with grants management and contracting requirements for government, philanthropic and private grants and contracts.
 - Coordinate and oversee annual audits, IRS filings and other mandated reporting to ensure compliance with local, state, federal and international government regulations and applicable laws.
- **Programmatic Support**
 - Identify and advise on strategic investments in climate smart agrifood technology and engineering.
 - Provide support in negotiating, structuring and executing commercial agreements.
 - Advise on legal and regulatory compliance for entrepreneurs, innovators and researchers working to patent and commercialize their product.
- **Equity and Inclusive Economic Growth**
 - Promote organizational commitment to inclusive innovation and racial equity as a core part of the organization's mission.
 - Ensure small, underserved and/or socially disadvantaged food producers, innovators and workers are actively engaged in and benefit from F3 Innovate's activities. Create and maintain a strong and diverse network of community and industry partners that is representative of Central Valley communities.
 - Foster an organizational culture that encourages open discourse and reflections about all aspects of the agrifood industry in the Central Valley.

Desired Qualifications

The ideal CFO will thrive in a start-up environment with a lean team. They will have a proven track record of strategic leadership in developing systems, processes and



policies for complex financials that align to multiple funding sources and diverse program areas. They will be a seasoned financial strategist with excellent attention to detail, strong problem-solving skills and practiced foresight. Methodical yet flexible, they will maintain impeccable financial records while knowing how to approach and manage risk to accelerate innovation. They will also be an excellent translator of complex financial information to a wide range of stakeholders.

Specifically, we are seeking individuals who have:

- At least 10 years of experience as CFO or equivalent financial leadership role:
 - Proven track record of successfully managing complex organizational budgets of at least \$10M, preferably in a nonprofit organization, corporation or public institution.
 - Experience developing and maintaining financial systems, policies and processes in entrepreneurial environments, such as a fast-paced and rapidly growing nonprofit, social enterprise or corporation.
 - Experience in budgeting, monitoring and financial reporting.
 - Experience managing complex compliance systems and structures, preferably including interfacing with public funders and higher education institutions, as well as private investors.
 - Demonstrated strategic and sound judgment in operating in ambiguity and managing risk, with a record of transparent, responsible resource stewardship.
 - Experience developing and managing lean teams.
- Demonstrated success translating financial information to a wide range of stakeholders:
 - Excellent written oral and public speaking skills.
 - Proven ability to communicate and collaborate with diverse audiences to understand an organization's financial health.
 - Experience working with senior leaders and boards.
 - Experiencing advising partners or grantees in financial management; legal and regulatory compliance; and/or commercial agreement negotiations and structures preferred; ideally with entrepreneurs, innovators and researchers working to patent and commercialize products.
- Experience managing multiple capital streams in a triple bottom line (profit, people, planet) environment:
 - A proven track record collaborating with public, private and philanthropic funders.



- Experience managing diverse funding streams, including earned revenue and government contracts.
- Experience in high-risk investment, venture capital and patient capital, preferred.
- 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](#).
 - Bachelor's Degree required; CPA and/or MBA preferred.
 - Industry knowledge across the food systems value chain preferred.
 - Experience in high-risk investment, venture capital, impact investing and/or patient capital preferred.
 - Knowledge of the Central Valley communities preferred.
 - Knowledge of the national and global climate-smart agrifood tech and engineering landscape preferred.
 - Experience managing operational functions and real estate and property management preferred.

Salary & Benefits

Compensation: \$150,000 – 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:
 1. Why are you uniquely positioned to lead as CFO of F3 Innovate?
 2. A specific experience when you developed and managed the financial planning of an organization or initiative from the ground up. What was the initiative, what challenges did you encounter and what were the outcomes?
 3. A specific experience when you managed financial risk for an organization or initiative and helped facilitate others' understanding of the risk. How did you manage and mitigate the risks and what were the outcomes?
- Three professional references
 - Name, relationship to you, email address and phone number.
- A sample summary presentation of an organization or initiative's financial standing.

We will review applications on a rolling basis, with the first set of screenings beginning the week of April 1.

For questions, please contact f3innovatejobs@gmail.com.