



F3 Innovate

Position Title: Chief Executive Officer

Location: Fresno, CA

Status: Full-time, Exempt

About F3 Innovate

Farms-Future Food-Innovation (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 agriculture and food systems 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(c)(3) 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, strategic and experienced leader to serve as founding Chief Executive Officer (CEO) of F3 Innovate. As the founding CEO, you will play a pivotal role in shaping and building the organization from the ground up. The CEO will set F3 Innovate's strategic direction and build systems and relationships that will position the organization for short- and long-term success. This is a unique opportunity for an entrepreneurial leader to make a significant impact on the economic vitality of the Central Valley and the field of climate-smart agrifood technology, entrepreneurship and engineering.

Position Description

Responsibilities

- **Strategic Leadership, Vision, and Implementation**
 - Spearhead F3 Innovate, building on the vision, [mission, values](#) and strategic direction articulated by the organization's founding grant agreements.
 - Collaborate with the Board of Directors to set and deliver on ambitious organizational goals and strategies to ensure effective program implementation and drive short- and long-term outcomes.
 - Build and lead a growing team of mission-driven professionals to execute on goals and strategies.
 - Establish and set up a new facility for the F3 Innovate office.
- **Innovation, Entrepreneurship, and Commercialization**
 - Ensure completion of grant deliverables in the first 1.5 years of operation to set the organization on the path to long-term programmatic sustainability and impact. Grant deliverables include:
 - Innovation & Commercialization: Oversee the build out of a university- and university/industry-driven innovation and technology commercialization program that fosters an



innovation ecosystem in the region and generates start-ups and business expansion in climate-smart food and ag tech.

- Industry Leadership and Global Identity: Promote the region as the globally recognized leader in climate smart food and ag tech through conferences, an industry association, publications and international trade and reverse trade missions.
- Talent Pipeline Coordination: Support the AgTEC Workforce Initiative's workforce development efforts.
- Mentor innovators through agtech business development, partner cultivation and capital generation by engaging the network of experts and commercialization assets in the Central Valley and beyond.
- Lead the F3 Innovate team to activate and leverage networks to advance, commercialize and accelerate a portfolio of innovative agriculture and food systems applications of technology and engineering solutions across the Central Valley.
- **Development, Fundraising, and Financial Management**
 - In partnership with the leadership team and board of directors, build a sustainable funding model to support F3 Innovate's impact beyond the initial startup funds, including industry membership, conferences / events and contract R&D services.
 - In partnership with the CFO, ensure the financial management and recordkeeping systems are in place to support F3 Innovate's activities. This includes managing public grant funds and contributions from private sector partners and ensuring sound fiscal management and accountability.
 - Develop a network of private sector investment partners and help facilitate \$250M+ in non-public sector capital invested in agricultural technology businesses in the region over the next four years.
 - Cultivate relationships with public and private donors, sponsors and funding organizations in the agrifood tech and engineering sector.
- **Community and Partner Development and Advocacy**
 - Cultivate trust and facilitate connections to support innovative collaborations across small, medium, and large-scale farmers, academic institutions, private investment and venture capital firms, commercial manufacturing and industry, community organizations and government agencies.
 - Inspire a shared vision for regional economic development and exercise diplomacy, navigating competing interests across partners and stakeholders.



- Serve as the face of F3 Innovate and advocate for the organization's mission and initiatives at local, regional, national and global levels.
- **Equity and Inclusive Economic Growth**
 - Promote organizational commitment to inclusive innovation and equitable economic development as a core part of the organization's mission.
 - Ensure small, underserved and/or socially disadvantaged food and agricultural 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

Strategic Leadership, Vision, and Implementation

The CEO will be both a visionary and a doer, with the passion, energy, and drive to deliver on the promise of F3 Innovate. Given the small, start-up nature of the organization, the CEO will balance vision, planning, execution and details. Curious and action-oriented, they will be a strategic thinker, entrepreneurial, and a hands-on problem-solver who can build the organization from the ground up. They will thrive leading a lean team and navigating ambiguity and risk, with strategic and sound judgment to make difficult decisions that accelerate F3 Innovate's mission.

Commercialize Research and Development Projects

F3 Innovate will provide the network and support to turn ideas into usable, market-viable tools, services and practices, spurring economic development for the region. The CEO will have the intuition and experience to discern promising ideas for inclusive innovations most likely to succeed at market. They will be a skilled mentor, connector and strategist, ready to support innovators through agtech business development, partner cultivation and capital generation by engaging the network of support for validation and growth.

Community and Partner Development and Advocacy

The CEO will be a diplomatic bridge-builder, persuasive communicator and passionate advocate. They will be comfortable and aware of working with people of different backgrounds, experiences, sectors and expertise to collectively uplift and empower the region. They will bring a wide network that can effectively activate



and champion the unique strengths of the F3 coalition's partners. They will inspire, advocating for the region's needs and amplifying the initiative's achievements at local, regional, national and global levels.

Development, Fundraising, and Financial Management

The CEO will be business savvy, with strong financial acumen. Invested in the long-term sustainability of F3 Innovate, they will hit the ground running to develop and diversify F3 Innovate's revenue streams. They will have and build trusted relationships with investors, industry networks and partners, philanthropy and community-based organizations, cultivating relationships and significant resources for agritech innovations. With deep integrity and accountability, they will partner with the CFO to ensure clean and transparent financial management.

Equity and Inclusive Economic Growth

The CEO will have the capability to work effectively and authentically across cultures and diverse constituencies. They will value and seek out diverse viewpoints, communication styles and experiences. They will bring an understanding of principles and practices of inclusive innovation and will be committed to ongoing learning related to race, gender, equity, diversity and inclusion.

Specifically, we are seeking individuals who have:

- At least 10 years of senior leadership and management experience:
 - Experience in entrepreneurial environments, such as a fast-paced and rapidly growing nonprofit, social enterprise, corporation or start-up venture.
 - A proven track record of building successful startup companies or organizations from inception and/or a record of driving accelerated organizational growth in programs and operations.
 - Demonstrated strategic and sound judgment in operating in ambiguity and managing risk.
 - Experience developing and managing lean, dynamic teams and boards of directors.
- 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; Advanced degree (Master's or equivalent) in a relevant field (e.g., technology, engineering, business, agrifood sciences) preferred.
- Experience in small business, entrepreneurship and/or business incubation, preferred.
- Industry knowledge across the food systems value chain preferred, including in research and development, innovation, technology, product, manufacturing, intellectual property, commercialization and/or tech transfer.
- Experience in high-risk investment, venture capital and/or patient capital preferred.
- Knowledge of the Central Valley region preferred.
- Knowledge of the national and global climate-smart agrifood tech and engineering landscape preferred.
- Experience working with and building partnerships with diverse stakeholders:
 - Demonstrated success in facilitating strategic partnerships, cross-sector collaborations and coalitions, particularly with public-private partnerships and/or industry consortia.
 - Capability to work effectively and authentically across cultures and diverse constituencies.
 - Experience navigating competing interests and building common ground among stakeholders.
 - Experience engaging underserved groups.
 - Experience managing boards.
 - Excellent written, oral and public speaking skills, with the ability to translate complex technical topics to a wide range of participants.
 - Knowledge of and networks with industry clusters, public institutions, academia, business, industry and community preferred.
- Experience raising significant capital and managing for the triple bottom line—sustainability solutions (profit, people, planet):
 - A proven track record in fundraising and development, including cultivating relationships with public, private and philanthropic funders.
 - Experience managing diverse funding streams, including earned revenue and government contracts.
 - Experience in high-risk investment, venture capital, impact investing and patient capital, preferred.
 - Experience in financial management, including budgeting, monitoring and financial reporting for organizations of \$10M+.
 - Experience leveraging resources and collaborations.



Salary & Benefits

Compensation: \$225,000 – 275,000

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 CEO of F3 Innovate?
 2. A specific experience when you designed and led an organization or initiative from the ground up. What was the initiative, what challenges did you encounter and what were the outcomes?
 3. A time when you facilitated, organized or led a group of stakeholders across a diverse array of sectors or backgrounds to work toward a shared goal. How did you facilitate alignment, what challenges did you encounter and what were the outcomes?
 4. A time when you led a company or organization across the finish line to success. What was the challenge you were solving for and how did you organize people and resources to tackle the challenge? What was the ultimate impact?
 5. Describe your knowledge and expertise related to climate and/or agrifood technology and how you will apply that to advance F3 Innovate's technology commercialization mission.
- Three professional references
 - 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 February 26.



For questions, please contact f3innovatejobs@gmail.com.