



## **Job Opening: Massachusetts Agricultural Innovation Center Director Franklin County Community Development Corporation**

The Massachusetts Agricultural Innovation Center (MAAIC) is a new statewide program to provide business and financial counseling to farm businesses to help them add-value to locally produced agricultural products. The Franklin County Community Development Corporation (FCCDC) provides counsel, capital and connections for entrepreneurs and existing businesses and creates opportunities and employment for low and moderate-income residents. The FCCDC is a non-profit community economic development organization that was recently awarded a two-year USDA grant to develop the MAAIC. The FCCDC is based in Greenfield, MA, has 20 staff, with an operating budget of \$2.5M and assets of \$8M, including a growing small business assistance and lending program, food system support operations and racial justice initiative.

### **Job Description: Agricultural Innovation Center Director**

The FCCDC seeks a dynamic and entrepreneurial Director to lead the new MA Agricultural Innovation Center and expand the statewide programming to support farms and the food system throughout Massachusetts. We are looking for an experienced agricultural business professional to strengthen our region's food system and increase revenues for farms by developing collaborative and innovative approaches to engage more people in adding value to local food products. This work facilitates access to business financial management support so that today's farms businesses can grow into thriving, enduring enterprises.

The MAAIC Director will coordinate a diverse network of technical assistance providers who will advise on the topics of product development; development and scale-up of production systems; food processing infrastructure and operations; business legal issues; developing business/financial/market plans; pricing strategies, access to capital (loans, grants, investment, etc.); food safety planning and regulatory compliance; food aggregation and distribution systems and models; consumer/market trends and market research; branding; and matchmaking producers/buyers. This position is on the front lines of engaging and supporting beginning and established farmers looking to expand/diversify/transition to value-added production. To succeed in this position, one must be a seasoned professional with deep technical knowledge of what it takes to start/run a successful agribusiness in Massachusetts, have an appreciation for economies of collaboration, be committed to sustainability and inclusion, and have a deep passion for agriculture and local food systems.

The MAAIC Director will work closely with the other FCCDC Programs (Business Assistance, Food Systems, Food Processing, Racial Justice, Lending) and program partners from Community Involved in Sustaining Agriculture, The Carrot Project, and New Entry Sustainable Farming. They will also develop key partnerships with other food and ag organizations and individuals including MA Dept. of Ag. Resources, UMass Extension, and Ag and Fisheries groups.

## **Responsibilities:**

### **Organizational and Administrative**

- Manage all aspects of the MA Agricultural Innovation Center program, including planning, budgeting, and reporting
- Develop evaluation tools to collect qualitative and quantitative impact data, capture stories of change, and prepare impact reports for funders
- Support all aspects of program communications from promoting opportunities to farmers, fisheries and agribusinesses, to spotlighting client services and successes.
- Ensure FCCDC values are brought to all aspects of the work: Sustainability, Equity, Collaboration, Inclusion, Transparency and Innovation
- Manage USDA contract and reporting requirements for the FCCDC and coordinate with program partners
- Develop proposals and seek grants to expand and sustain this program
- Participate in FCCDC client and staff meetings, team meetings and professional development activities

### **Stakeholder Engagement**

- Strengthen and add to the network of service providers involved in this work and help them learn from each other and from the experiences of clients. Recruit, select, train and monitor consultants, including specialized industry experts
- Advocate at the state and federal level for the needs of agribusinesses. Represent FCCDC, partners and clients to strengthen the food system.
- Direct, lead, and implement client outreach and engagement to build the pipeline of farms and food entrepreneurs, in particular with more people from underserved populations
- Work in close collaboration with FCCDC's Food Processing Center and other commercial kitchens in MA.
- Stay regularly informed of agribusinesses' needs, consumer/market trends, etc., to inform FCCDC and partners ongoing programs
- Participate in agricultural committees or stakeholder networks
- Coordinate the MAAIC Board of Directors and securing their input on major decisions

### **Technical Assistance**

- Deliver services by leading digital/physical workshops; provide one-to-one business counseling, mentoring, and creating/promoting online tools/resources
- Connect clients to relevant in-depth service
- Provide financial analysis and scenario forecasting to clients, including financing options
- Analyze farm plans to develop value-added products in terms of business viability and management capacity
- Follow-up and monitor clients, track progress and maintain client database

### **Job Environment**

This position allows for a flexible work schedule and remote work with site visits to meet clients at their farms/business. Outreach will be done online as well as in person meetings and events with some in the evening and on weekends. Position has regular contact with FCCDC staff, collaborators, consultants and MAAIC Board of Directors. The MAAIC Director reports to the FCCDC Executive Director. They supervise other staff and consultants.

Franklin County CDC is pivoting our work to better meet the needs of current and future diverse agribusiness clientele among Black and Brown farmers and entrepreneurs. We are striving to make internal system changes to transition from a white-led to a multicultural organization. The ideal candidate will be familiar with and committed to anti-racist agendas and be prepared to participate in FCCDC's process of creating a more equitable economic and food system and future.

**Job Qualifications:**

- Education in related field with five (5) or more years of managerial experience with a proven record of customer service, business counseling, agricultural and food expertise.
- Previous agricultural and food business work experience, preferably with value-added products.
- Project and grant management experience and program planning and evaluation.
- Demonstrated ability to network within the agricultural community and agricultural related associations to promote the program and generate clients throughout MA.
- Experience providing one-to-one assessment and counseling that leads to demonstrable results. Ability to explain business financial information to others.
- Ability to work with clientele of wide-ranging ethnicity, education level, socioeconomic status, including immigrants.
- Independent worker, excellent listener and communicator, with organizational and analytical skills.
- Commitment to Community Economic Development and the regional food system.
- Committed to dismantling white supremacy culture in the work and society, and help work for racial, social and economic justice.
- Skilled with MS Office applications, excel, teams, and QuickBooks.
- Spanish fluency a plus.

FCCDC views diversity, equity, inclusion and cultural competence as vital guiding principles in all our work with clients and communities. We welcome and encourage applications from minority group members, indigenous persons, members of the LGBTQ community, persons with disabilities and others who will contribute their experience to the growth of the organization and reflect the diversity of the communities we serve.

**Benefits:** Salary range \$75,000 – \$85,000 depending on experience, plus excellent benefits including flexible hours, health insurance, retirement plan and paid time off.

**Type of Position:** Full time, permanent position

**To Apply:** EMAIL COVER LETTER AND RESUME TO: [resumes@fccdc.org](mailto:resumes@fccdc.org)

FCCDC is an Equal Opportunity Employer and values diversity.