



# CAN

**COMMUNITY AGROECOLOGY NETWORK**  
**RED DE AGROECOLOGIA COMUNITARIA**

*Empowering families  
to build thriving,  
local food systems*

**Job Announcement**  
**Community Agroecology Network**  
**Associate Director**  
**Santa Cruz, California**  
**Full-Time Position**  
Posted 8/17/17

**About the Community Agroecology Network**

The Community Agroecology Network (CAN), a non-profit organization, is an international network committed to sustaining rural livelihoods and environments by integrating collaborative research, education, and locally informed development strategies. For more than a decade, agroecology has remained at the heart of CAN's work. It unites youth, farmers, activists, scientists and consumers to co-create knowledge and learning for building socially-just and ecologically-sound food systems. We have projects and activities in Mexico (Veracruz, Chiapas, Yucatan Peninsula), Nicaragua (Las Segovias, San Ramon) and Watsonville, California. Each of our projects relies on partnerships with local organizations serving rural communities; together we engage in participatory and action-oriented research to collectively identify challenges and implement action plans for positive change. We are seeking an Associate Director to strengthen the organization's financial sustainability, streamline our programming and deepen our impact as we seek to expand and connect agroecological initiatives; with an emphasis on youth and women's empowerment. For more information about CAN, please visit [www.canunite.org](http://www.canunite.org)

**Job Description**

The CAN Associate Director position will work closely with the CAN team and our partner organizations to build the organization, further develop the network and promote CAN's mission and programs. The ideal candidate will possess a range of skills in fundraising, program management, and participatory community development. CAN seeks to fill the position with a highly organized, detail-oriented, and bilingual (English/Spanish) individual who is passionate about environmental and social justice and food systems sustainability. This position reports to the Executive Director, will be based at the CAN office in Santa Cruz, California, and will require national and international travel.

**Responsibilities**

The Associate Director's responsibilities will include (but are not limited to):

#### Fundraising & Outreach: (50%)

- Develop annual development and fundraising plan, in collaboration with CAN staff and Board
- Manage foundation, corporate and government grants
- Coordinate annual donor campaign
- Support CAN Director in developing and maintaining relationships with program officers and individual donors
- Dissemination of impacts through social media, news outlets, workshops, reports and presentations within and external to our network

#### Program Management: (30%)

- Collaborate with CAN Director and Project Managers to set goals for programs in accordance with organization's strategic objectives
- Ensure progress on deadlines, milestones and processes for CAN projects
- Support CAN director in planning and execution of research activities
- Develop and provide oversight of monitoring and evaluation frameworks, processes and tools, in partnership with project managers and partners
- Contribute to research data analysis and interpretation

#### General (20%)

- Support CAN Director in day-to-day operations
- Performs other duties as assigned

#### Qualifications

- A strong passion for the organization's mission
- Strong proficiency in Spanish
- Masters degree in related field and/or equivalent experience
- International field experience within a developing country
- Proven success in grant proposal development, preferably from diverse revenue funding sources
- Minimum of 3 years in non-profit managerial position
- Proficiency in computer applications including databases, spreadsheets and social media outlets
- Excellent verbal and written communication skills
- Ability to demonstrate good judgment, set priorities, and complete multiple and complex projects independently or working with others; excellent interpersonal skills
- Willingness to travel for 5-7 days at a time

#### Compensation

Full-time Position – 40 hours per week (negotiable), with paid vacation, sick days and holidays

Compensation is \$52,000-\$60,000

Medical benefits provided

#### How to Apply

Please send a cover letter and resume with references and summary of development achievements (grants secured, etc.) to Lucy Luna at [lucy@canunite.org](mailto:lucy@canunite.org). Review of applications will begin on August 28.

Community Agroecology Network is an equal opportunity employer that does not discriminate in its hiring practices and, in order to build the strongest possible workforce, actively seeks a diverse applicant pool. Women and people of color are strongly encouraged to apply.