



CAN Associate Director Job Announcement

September 2008

Community Agroecology Network (CAN) is a nonprofit organization affiliated with and located at the University of California Santa Cruz (UCSC). CAN was founded in 2002 by researchers working in Latin America to create an international network committed to sustaining rural livelihoods and environments by integrating participatory action research and education with alternative trade innovations. We work with partner organizations in communities in Costa Rica, Nicaragua, El Salvador and Mexico. For more information about CAN and our programs, please visit www.communityagroecology.net.

CAN is a learning organization where the staff works as a team to develop alternative networks that promote environmental and social justice. We are all engaged in the learning process and collaborate with both university students and our partner organizations in ways that develop our knowledge and skills.

The CAN Associate Director is a new position within our growing organization. This position will work closely with the Co-Executive Directors, the staff and the partner organizations to build the organization, further develop the network and promote CAN's mission and programs. This position is currently supported through grant funds and continuation of the position is dependent on future funding.

Job Responsibilities

For 2008-09 the Associate Director's responsibilities will include (but are not limited to):

- Promoting the CAN Network (25% time)

Related responsibilities will include representing CAN at meetings and conferences; developing strategic partnerships; developing and implementing strategic plans and agreements with CAN partner organizations in Latin America.

- Directing the Marketing Program (25% time)

This position will be responsible for oversight and market plans for CAN's fairtrade direct market, including supervision of staff and program analysis. The Associate Director will also coordinate the implementation of the new conservation-based coffee program being developed with U.S.-based roasters and CAN partner communities and CAN researcher liaisons (see description below).

- Coordinating Conservation Coffee Program (25% time)

The Conservation Coffee Program brings together farmers, roasters and CAN Participatory Action Researchers in an innovative partnership devoted to rewarding farmers for their contributions to environmental conservation. In addition this program seeks to develop and establish efficient livelihood and environmental monitoring of the impacts of the partnership on farmer households and surrounding coffee landscapes. The Associate Director will be responsible for coordinating the pilot projects of this emerging program, and to expand it if funding is available.

- Developing the organization (25% time)

The Associate Director will play a key role in organizational development including participating in strategic planning, fundraising and as a member of the Leadership Team. This position will be responsible for developing a business plan, budget management, a short and long-term funding planning, and development of other organizational policies.

This position will be based at the CAN offices at UCSC and may involve national and international travel.

Position Qualifications

The Associate Director must be bilingual (English/Spanish) and, preferably, bicultural (U.S./Latin America). He/She will have demonstrated experience working with culturally diverse people. The selected person will be a creative problem solver with involvement in the environmental and social justice movements. As a social change advocate this person will be able to demonstrate excellent communication skills, and the ability to build relationships and mentor others. The selected person will have a related masters degree or equivalent experience, strong interest in nonprofit management and development, experience with project planning and management, and proficiency in electronic systems including databases, spreadsheet and other electronic office tools. The Associate Director will also have excellent speaking, written and presentation skills in both English and Spanish and experience collaborating with stakeholders and partner organizations. As Associate Director this person will have the ability to demonstrate good judgment, set priorities, and complete multiple and complex projects independently or working with others.

Desirable qualifications include fundraising and grant development, knowledge of rural farming systems in Latin America, experience with coffee market development and budget analysis, development of management systems and organization policies and knowledge of alternative trade systems and networks.

Salary: This is a full-time year-round position. Salary range \$48,000 – 55,000 + benefits.

To Apply: Submit a cover letter, resume and contact information for 3 references

by **September 26, 2008** to:

Roberta Jaffe, CAN Co-Director

PO Box 7653

Santa Cruz, CA 95061-7653

For further information call 831-459-3619.

CAN is an equal opportunity employer