

University of California Agriculture and Natural Resources

POSITION VACANCY ANNOUNCEMENT

University of California Cooperative Extension Division of Agriculture and Natural Resources

**Area Cooperative Extension Advisor
Agronomic Cropping Systems/Weed Science
Serving Glenn, Butte and Tehama Counties**

AP #15-27

LOCATION HEADQUARTERS: Orland, Glenn County, California

CLOSING DATE: For full consideration, all application materials must be received by November 11, 2016 (open until filled)

POSITION PURPOSE: The Area Cooperative Extension (CE) advisor for agronomic cropping systems/weed science will conduct a multi-county extension, education and applied research program in Glenn, Butte and Tehama Counties. Primary crops in this region include forage crops, alfalfa, corn, and wheat. Additionally, minor crops include oilseeds, dry beans and cotton. Rice cropping systems are excluded from the programmatic responsibilities in this position. Potential agronomic research may include water-use efficiency, soil fertility, plant nutrition, fertilizer efficiency, improved varieties and pest management. The weed science component of the position will address weed management issues including herbicide evaluation, herbicide resistant crops and weeds, and general weed management in agronomic crops as well as other crops of local significance including orchard systems. This is a diverse position and the candidate is not expected to conduct an active research program in all areas, but rather focus on the most important issues as determined by a needs assessment. Key clientele include growers, farm managers, pest control advisers, allied industries and public agencies.

BACKGROUND: University of California, Division of Agriculture and Natural Resources (UC ANR), is the statewide division of the University of California that administers Cooperative Extension, which is responsible for local program development and delivery throughout the state of California. University of California Cooperative Extension (UCCE) is a network of colleagues with a focus on research, education programs, and outreach to resolve local challenges in communities where they live and work. UC ANR is the bridge between local issues and the power of UC Research. UC ANR's CE advisors, CE specialists and Agricultural Experiment Station (AES) faculty develop and deliver practical, science-based solutions that contribute to



healthy food systems, healthy environments, healthy communities, and healthy Californians. To learn more about UCCE in Glenn, Butte and Tehama Counties, please read about existing UCCE programs in these vibrant communities at <http://ceglenn.ucanr.edu/>, <http://cebutte.ucanr.edu/> and <http://cetehama.ucanr.edu/>.

Our priorities in research, education, service, and resource allocation are guided by the UC ANR Strategic Vision ([http://ucanr.edu/About ANR/Strategic Vision/](http://ucanr.edu/About%20ANR/Strategic%20Vision/)). There are 5 strategic initiatives that ANR is currently focusing on: Endemic and Invasive Pests and Diseases (EIPD), Healthy Families and Communities (HFC), Sustainable Food Systems (SFS), Sustainable Natural Ecosystem (SNE), and Water Quality, Quantity and Security (WQQS). This

position will primarily address priorities found in the Strategic Plans for the Sustainable Food Systems, Endemic and Invasive Pests and Diseases, and Water Quality, Quantity and Security Strategic Initiatives. The Strategic Plans for each strategic initiative can be found at <http://ucanr.edu/sites/StrategicInitiatives/>.

ACADEMIC EXPECTATIONS: All UC ANR CE advisors are responsible for performance in the areas of 1) applied research and creative activity, 2) extension of knowledge and information, 3) professional competence and activity, and 4) University and public service.

Research: All UC ANR CE advisors develop and implement applied research programs to provide science-based information addressing complex issues. The focus of the applied research program will be based on a needs assessment, and may include partnerships with a variety of campus and county-based colleagues, to conduct research addressing critical topics related to production practices, nutrient management (particularly nitrogen), and pest management (with a specific focus on weed ecology and sustainable weed management in cropping systems). In addition to field-based research, efforts will also include activities such as development of tools for decision-making, improved cultural techniques, sustainable pest management programs, and increased production efficiency. The CE advisor will have excellent opportunities for securing funds to support research and related activities from various allied industry groups.

Extension of Knowledge: County and community partners have come to rely on UC ANR CE advisors as a critical resource for providing research-based information across a variety of disciplines. CE advisors disseminate appropriate, science-based information to inform clientele, using extension methods that are responsive to clientele needs and appropriate for the audience and situation. Science-based research results and other educational information will be disseminated using a variety of methods including, individual consultations, presentations at grower and industry meetings, workshops, short courses, field demonstrations, UC ANR publications, peer-reviewed journals, newsletters, technical reports to commodity boards/funding agencies, and an appropriate mix of contemporary and emerging electronic tools (such as online learning, web content systems and repositories, social media, impact and evaluation tools), along with specialized and public media outlets. Programs will be developed and carried out in collaboration with other UC ANR academics and appropriate statewide efforts including UC ANR Program Teams and Workgroups, as well as related government and private industries in Glenn, Butte and Tehama Counties.

Professional Competence: All UC ANR CE advisors are required to demonstrate professional competence in their programmatic areas. Professional competence includes participation in training activities to enhance professional development, such as administrative trainings, professional conferences, or workshops. Professional competence also includes activities that reflect professional standing within the programmatic area, such as presenting at conferences or workshops, holding offices in professional societies, invited presentations, or reviewing/editing publications.

University and Public Service: All UC ANR CE advisors are required to actively serve the University, as well as the public. University service may occur at the local, division, state, national, or international levels. Examples of potential University service activities include serving on a university workgroup or committee, providing leadership in program teams, or advocacy efforts. Public service involves activities and events in which the incumbent uses their professional expertise to benefit groups or efforts outside the University. Examples may include serving on external boards or councils, participating in community events, and leadership of non-University collaborative groups.



Major Responsibilities:

- Develop and implement effective UC ANR Cooperative Extension applied research and educational programs to address the identified priority needs of the clientele that are consistent with ANR's Strategic Vision and ANR initiatives <http://ucanr.edu/sites/StrategicInitiatives/>
- Conduct and report regular comprehensive needs assessments to identify priority issues or problems relevant to the local clientele groups being served.
- Disseminate useful, science-based information to inform clientele, using extension methods that are responsive to clientele needs and appropriate for the audience and situation.
- Maintain and promote UC ANR CE's credibility and visibility by participating in professional organizations and collaborating with government agencies, commodity groups, allied industry groups, and other organizations by providing independent science-based information and leadership.

- Evaluate programs and report accomplishments, results, and potential or actual impacts to scientific and lay audiences through a variety of outreach methods.
- Develop collaborative teams with other UC ANR academics, including CE specialists, AES faculty, CE advisors and/or others, to address priority issues for UC ANR.

RELATIONSHIPS: The CE advisor is administratively responsible to the UCCE Glenn county director.

AFFIRMATIVE ACTION: An understanding of and commitment to UC ANR's affirmative action goals and commitments is expected of all CE advisors.

EDUCATION AND EXPERIENCE: A minimum of a master's degree is required, though other advanced degrees are encouraged, in disciplines such as plant science, agronomy, crop science, soil science, pest management, crop production, weed science or a closely related field. Excellent written, oral and interpersonal communication skills are required. A demonstrated ability in applied agricultural research and extension is preferred.

SALARY: Beginning salary will be in the Cooperative Extension Assistant Advisor Rank, and commensurate with applicable experience and professional qualifications. For information regarding Cooperative Extension advisor salary scales, please refer to the University of California website:

<http://ucanr.edu/sites/anrstaff/files/246089.pdf> If the successful candidate is currently a UCCE academic with indefinite status, the candidate will be offered the position commensurate with applicable experience and professional qualifications with eligibility to retain such indefinite status.

BENEFITS: The University of California offers comprehensive benefits including two days per month paid vacation, one day per month paid sick leave, and approximately thirteen paid holidays per year. This position is eligible for sabbatical leave privileges as per the terms of University policy. For more information, refer to the UCnet website at: <http://ucnet.universityofcalifornia.edu/compensation-and-benefits>

HOW TO APPLY: To be considered, applicants must electronically submit the following four components of the Application Packet to ANRacademicsearch@ucanr.edu:

1. Cover Letter
2. ANR Academic Application Form— available at: <http://ucanr.edu/academicapplication>
Please include a list of potential references. If you are selected for an interview, the search committee will contact the references you listed on the UC ANR application form (a minimum of four and a maximum of six names, current addresses, phone numbers and email addresses). Please do not send letters of reference.
3. CV or Resume
4. College Level Transcripts: Original transcripts preferred, however, legible photocopies of original transcripts will be accepted.

Application and associated materials will not be returned to the applicant. A search committee will review all applications, interview candidates, and recommend individuals most suitable for the position.

For information regarding this position, please contact:

**University of California
ANR Academic HR
Soo Hsieh (syhan@ucanr.edu)
(530) 750-1285**

E-mail Address: anracademicsearch@ucanr.edu

Internet: <http://www.ucanr.edu/jobs>

PLEASE REFER TO POSITION NUMBER AP #15-27 IN ALL CORRESPONDENCE

The University of California is an Equal Opportunity/Affirmative Action Employer advancing inclusive excellence. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected categories covered by the UC nondiscrimination policy.

As of January 1, 2014, ANR is a smoke- and tobacco-free environment in which smoking, the use of smokeless tobacco products, and the use of unregulated nicotine products (e-cigarettes), is strictly prohibited.