

**University of California**  
Agriculture and Natural Resources

## **POSITION VACANCY ANNOUNCEMENT**

**University of California Cooperative Extension  
Division of Agriculture and Natural Resources**

**Area Livestock and Natural Resources Advisor  
Serving San Benito, Monterey and Santa Cruz Counties**  
AP#14-06

**Location Headquarters: San Benito County, Hollister, California**

**CLOSING DATE: To assure full consideration, application packets must be received by July 21, 2014 (open until filled)**

**BACKGROUND:** The University of California, Division of Agriculture and Natural Resources, a statewide program with local development and delivery, is seeking a Cooperative Extension Advisor to conduct an extension, education and applied research program that will focus on livestock production and marketing, food safety, herd health and management, forage production, invasive species, and grazing management. This advisor will also have a natural resource component to their program and address water quality, soil quality, wildlife habitat and management as well as forage production and grazing strategies that support ecosystem services.



**OUR CULTURE:** Working at UC ANR offers a career with a history and a future. Since the first Advisors were hired in California 100 years ago, we have maintained our central purpose as problem-solvers, stewards, catalysts, collaborators, and educators. Academics in UC ANR enjoy a network of colleagues across our system of local offices, statewide programs, 3 colleges and 1 professional school in the UC system. Our culture is characterized by collaboration and entrepreneurship in a vibrant working environment. New academic staff are mentored and supported by this network of colleagues.



The UC ANR vision guides priorities in research, education, service, and resource allocation. ANR envisions a thriving California where healthy people and communities, healthy food systems, and healthy environments are strengthened by a close partnership between the University of California and its research and extension programs and the people of the state. The University remains connected and committed to the people of California, who enjoy a high quality of life, a healthy environment, and economic success in a global economy. The full Strategic Vision is available at: [http://ucanr.edu/About ANR/Strategic Vision/](http://ucanr.edu/About%20ANR/Strategic%20Vision/).



**San Benito County, the headquarters for this position,** takes its name from the meandering San Benito River, named by Father Juan Crespi in 1772. These lands are rich in Mexican and Spanish heritage, and the fertile soil of San Juan Valley is known for the colorful fields of row crops and prolific orchards. San Benito County was formed in 1874 from a portion of Monterey County. Thirteen years later, the state legislature expanded the county to include land from Fresno and Merced counties.

A young Colonel William Welles Hollister arrived from the Ohio Valley with about 2,000 head of sheep. Finding the land abundant in wild oat hay, the perfect nutrition for flock and herd livestock,

Hollister purchased the land that would someday bear his name as the County seat.

The western and southern boundary of San Benito County is established by a coastal range of mountains known as the Gabilans. To the east lie the Diablo Mountain range and Panoche Valley, separating San Benito County from Merced and Fresno Counties. To the north, the Pajaro River creates the Santa Clara and Santa Cruz County boundaries. San Benito County is the valley that stretches between these geographical features and reaches nearly eighty miles south to the Mustang Ridge and includes the newest US National Park; The Pinnacles.

The diverse mountains, rolling hills, and valleys, hills dotted with cattle, vineyards and oak trees attract photographers and painters attempting to capture this magnificent country. San Benito County is included in the U.S. government's 11-county designation of the San Francisco Bay Area Combined Statistical Area. 2010 US Census Bureau findings estimate the County population at 57,600 people, with 62% (36,096 people) residing in the city of Hollister.

Please refer to the following websites for more information regarding UC Cooperative Extension in the following counties:

<http://cesanbenito.ucanr.edu/>

<http://cemonterey.ucanr.edu>

<http://cesantacruz.ucanr.edu>

## **NATURE AND PURPOSE:**

The UC Cooperative Extension Advisor will facilitate interactions and information exchange among campus based academics, CE Advisors and Community Stakeholders. The Area Livestock and Natural Resources Advisor is responsible for the development and implementation of Cooperative Extension education and applied research programs addressing important issues at the interface of rangeland livestock production systems, natural resources management, and watershed health. The Advisor needs to have a thorough and practical understanding of livestock production, irrigated pasture, range management and the constraints in arid ecosystems in order to develop an effective program, providing credible and practical solutions to ranch owners and managers, natural resource professionals, and water resources regulators, who face complex management issues relating to livestock production, rangeland resources, and watershed health. The successful candidate will have expertise and experience in livestock production, range management, and watershed management.

**Extension:** The Advisor will develop linkages with individuals, clientele groups, researchers, policy makers, agency professionals and organizations relevant to range and livestock management in a tri-county area. Many of the producers, owners, and managers would become collaborators on educational and research projects. Outreach methods will include individual consultations, field days, tours, meetings, web conferences, ANR publications, peer-reviewed journals, 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 ANR academics as well as related government and private industries in all three counties. The successful candidate must have the ability to communicate science-based information to ranch owners, operators, managers and community stakeholders, as well as agency professionals and the general public.

**Research:** The Advisor will develop and conduct applied research and demonstration projects that evaluate livestock, pasture, and range management practices and strategies that maximize production efficiency while enhancing rangeland resources, wildlife habitat, and water quality. Publication outlets may include agriculture journals and natural resource journals (such as *Rangeland Ecology and Management* and *California Agriculture*). Research will be synthesized and popularized in ANR publications, *Rangelands*, the internet, trade and professional publications, conference proceedings, workgroups, newsletters and other outlets.

**General Academic Expectations:** The academic in this position will be expected to interact with UC ANR Program Teams, Specialists and others within the research/extension network to develop, strengthen and expand the local delivery of statewide programs. All ANR CE academic appointees are responsible for performance in the areas of extending knowledge and information, applied research and creative activity, professional competence and activity and University and public service.

## **MAJOR RESPONSIBILITIES:**

- Conduct and report regular needs assessments to identify priority issues or problems relevant to the local clientele groups being served.
- 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/files/906.pdf>.
  - Conduct applied research designed solve locally relevant problems and to monitor changes.
  - Disseminate useful, science-based information to inform clientele, using extension methods that are responsive to clientele needs and appropriate for the audience and situation.
  - Evaluate programs and report accomplishments, results, and potential or actual impacts to scientific and lay audiences.
  - Develop collaborative teams with other UC ANR academics, including campus-based specialists, AES faculty, CE Advisors and/or others, to address priority issues for UC ANR.
  - Represent UCCE in County Government and other clientele group meetings as directed by the County Director.

**RELATIONSHIPS:** The Advisor is administratively responsible to the UCCE San Benito County Director.

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

**EDUCATION AND EXPERIENCE:** A minimum of a Master's Degree is required, though advanced degrees are encouraged, in disciplines of animal science, rangeland management or other closely related fields. Ideally the applicant will demonstrate relevant course work, training, and practical experience in both animal science and range management and have the minimum course work to be a Certified Rangeland Manager within five years of date of hire; see <http://casrm.rangelands.org/HTML/certified.html>. Extension experience is desirable. Excellent written, oral and interpersonal communication skills are required.

**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/187037.pdf>

If the successful candidate is currently a UCCE Advisor, the candidate will be offered the position as a lateral transfer, retaining their current rank, step, salary, and definite or 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. Sabbatical leave is available to qualified academics. ANR is part of UC's Family-Friendly Policies. A variety of health and dental insurance plans are available, with employer contributions to the premiums. In addition, the University provides basic life and disability insurance, which may be supplemented at group rates. Workers' Compensation Insurance is provided. An excellent UC Retirement System is coordinated with social security, and optional annuity plans may supplement retirement. Automobile insurance is available. For more information, refer to the UC Benefits website at: <http://ucnet.universityofcalifornia.edu/>

**HOW TO APPLY:** To be considered, applicants must electronically submit the following four components of the Application Packet to [ANRacademicsearch@ucop.edu](mailto:ANRacademicsearch@ucop.edu):

1. Cover Letter

2. ANR Academic Application Form— from the ANR website 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 (4) and a maximum of six (6) names, current addresses, phone numbers and email addresses). Please do not send letters of reference.

3. CV or Resume
4. College Level Transcripts: Only electronic transcripts or 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 Personnel  
Pam Tise  
(530) 750-1281*

*E-mail Address: [ANRacademicsearch@ucop.edu](mailto:ANRacademicsearch@ucop.edu)*

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

**PLEASE REFER TO POSITION NUMBER AP #14-06 IN ALL CORRESPONDENCE**

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, age or protected veteran status.

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.