

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 - 4-H Youth Development
Serving Kings, Fresno and Tulare Counties

AP #18-06

LOCATION HEADQUARTERS: Hanford, Kings County, California

SUBMISSION DATE: To ensure full consideration, submit materials by **May 31, 2018**. Those received after **May 31, 2018** may be considered if the position has not yet been filled. (open until filled)

POSITION PURPOSE: The Area Cooperative Extension (CE) 4-H Youth Development (4-H YD) advisor will conduct applied research and extend research-based information on positive youth development and youth scientific literacy to local communities in Kings, Fresno and Tulare Counties. The 4-H YD CE advisor will implement and expand local delivery of the statewide 4-H Youth Development Program, and evaluate program outcomes and impacts on youth, families and communities. The CE advisor will develop new youth programs that combine non-formal education with hands-on, inquiry-based learning to engage youth.

In addition, the CE advisor will provide leadership in building the capacity of youth and adults to ensure successful growth of the program to better serve currently under-represented populations, including Latino and/or low-income youth and families in the three-county area through the development and delivery of high-quality youth programs, targeted recruitment and retention efforts. Key clientele include youth, parents, 4-H program staff and volunteer leaders, teachers, community leaders, youth organizations, civic organizations, public agencies, and others involved in youth development and education.



BACKGROUND: University of California, Division of Agriculture and Natural Resources, 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 Kings, Fresno and Tulare Counties, please read about existing UCCE programs in these vibrant communities at <http://cekings.ucanr.edu>, <http://cefresno.ucanr.edu>, and <http://cetulare.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

Plan for the Healthy Families and Communities Strategic Initiative. The Strategic Plans for each strategic initiative can be found at <http://ucanr.edu/sites/StrategicInitiatives/>.

ACADEMIC EXPECTATIONS: All UC ANR CE advisor appointees 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 develop new curricula/educational materials and programs targeting youth science literacy with preferred emphasis on animal, agricultural or environmental science that is aligned with the statewide focus and local community needs in Kings, Fresno, and Tulare Counties. The CE advisor will also assess UC ANR 4-H YD programs to ensure outcomes of participation are aligned with the UC ANR 4-H Youth Development Framework and link to the ANR Healthy Families and Communities Strategic Initiative Issues related to childhood obesity prevention, youth science literacy and positive youth development. In addition to assessing measurable changes in individuals, the CE advisor will assess family and organizational as well as community change as appropriate to research and extension programming. Research should lead to making new contributions in the field through peer reviewed publications such as the Journal of Extension, Journal of Youth Development, Education and Culture, Journal of the Community Development Society and non-peer reviewed articles such as UC Delivers, 4-H newsletters, and local community newspapers.

Extension of knowledge: County and community partners 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. Through collaborations and partnerships, the CE advisor will promote positive youth development through science education, and in turn improve important outcomes such as competence, confidence, character, connection, caring, contribution, science literacy, healthy living, citizenship, and leadership

for youth in these counties. Target clientele for these efforts will be youth, 4-H program staff and volunteers, teachers, community leaders and others involved in youth development and education.

Extending information and outreach methods will include ANR publications, individual consultations, workshops, meetings, 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 conducted in collaboration with other ANR academics as well as related government agencies, non-governmental organizations, and private industries in Kings, Fresno and Tulare Counties. The CE advisor is expected to provide academic leadership in the areas of teaching and adaptive research activities, impacting relevant youth development issues.

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 should involve mostly non-clientele groups, and 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/Healthy Families - Communities/](http://ucanr.edu/sites/StrategicInitiatives/Healthy_Families_-_Communities/).
 - Conduct and report regular comprehensive needs assessments to identify priority issues or problems relevant to the local clientele groups being served.
 - Develop and implement applied research designed to monitor changes and solve locally relevant problems.
 - 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 Cooperative Extension's credibility and visibility by participating in professional organizations and collaborating with government agencies, allied industry groups, policy makers 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.

- 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.
- Supervise staff in UC ANR 4-H YD programs and provide academic oversight to ensure compliance with federal, UC ANR, and 4-H YDP programmatic and fiscal policies.
- Provide administrative oversight related to recruitment of volunteers and youth across ethnic groups, races and cultures.
- Oversee implementation of the UC ANR 4-H Youth Development framework and ensure positive youth development occurs from an intentional process.
- Lead the evaluation of local UC ANR 4-H programs for impact and attainment of growth, participation, and program objectives.
- Provide leadership to build or maintain a strong volunteer management system for delivery of the UC ANR 4-H YDP.
- Cultivate collaborators and donors as well as grants for research and education/project support.
- Collaborate and network with governmental agencies, youth development adult volunteers, youth services, organizations, industry groups, schools, fairs and interested individuals.

RELATIONSHIPS:

The CE advisor is administratively responsible to the UCCE Kings and Tulare County Director with input from the UCCE Fresno County Directors. Programmatically the CE advisor is responsible to the Statewide 4-H Director.

AFFIRMATIVE ACTION: An understanding of and commitment to UC ANR’s affirmative action goals and commitments is expected of all CE advisors. UC ANR Affirmative Action policy and information can be found at: http://ucanr.edu/sites/anrstaff/Diversity/Affirmative_Action/

EDUCATION AND EXPERIENCE:

An earned Master’s degree or other advanced degree in education, youth/child development, human development, science/science education or other related fields is required by the appointment start date. Applicants currently enrolled in a graduate program in an appropriate academic field and nearing completion may apply. Academic training and/or experience in conducting applied research and education programs with youth is required. Experience working with diverse populations and the ability to bridge cultural differences is required. Excellent written, oral, presentation, and interpersonal communication skills are required. Expertise in applied research, program evaluation, program design, and youth development experience with underserved populations is highly desirable. Ability to apply low-literacy and cultural/ethnic principles into extension and research program elements is preferred. Strong leadership skills and experience in program and personnel management are highly desirable. The ability to communicate effectively in Spanish is preferred. Extension experience, especially in youth development programming and volunteer education, is desirable.

ADDITIONAL REQUIREMENTS:

A background investigation will be required for the successful candidate, including fingerprinting and a criminal history clearance by the Department of Justice and the Federal Bureau of Investigation.

This position is subject to the requirements and compliance of the California’s Child Abuse and Neglect Reporting Act (CANRA). Employment within UC ANR is contingent upon securing written acknowledgement to comply with California law.

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/271532.pdf>. If the successful candidate is currently a UCCE

advisor 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 UC Benefits website at: <http://ucnet.universityofcalifornia.edu/>

HOW TO APPLY:

To be considered, applicants must electronically submit the following six components of the application packet via UC Recruit by visiting: <https://recruit.ucanr.edu/>

1. Cover Letter
2. ANR Academic Application Form— from the ANR website at: <http://ucanr.edu/sites/anrstaff/files/277777.pdf>
Please do not submit letters of reference.
3. CV or Resume
4. Statement of Contributions to Diversity - Please submit a 1-page Statement of Contributions to Diversity addressing past and/or potential contributions to diversity through personal experience, teaching, research, extension, professional activity, and/or service. This should include how you would ensure that all potential clientele have access and benefit from your program.
5. Statement of Research and Extension Interests - Please submit a 2-page Statement of Research and Extension Interests including how your current and/or past research and extension experience could contribute to, or be applicable to, the needs of the local community. Provide examples of potential goals and outcomes from your research and extension activities.
6. College Level Transcripts: Electronic transcripts or legible scanned copies (PDF) of original transcripts will be accepted. Transcripts must identify course work completed, grades earned, degrees conferred and confer dates. Please do not submit password protected transcripts. To have international transcripts evaluated for equivalency by comparative degree programs at universities located in the United States, you may contact any Transcript Degree Evaluation Service found at: http://siss.ucdavis.edu/forms/scholar_forms.html

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.

Interview information:

Approximately 2 to 3 weeks after the submission deadline of May 31st, applicants with appropriate and applicable education and experience will be invited to participate in a preliminary, remote interview.

The formal in-person interviews will take place approximately 2 to 3 weeks after the preliminary interviews for those applicants selected to proceed.

To submit your application materials, please visit UC Recruit at: <https://recruit.ucanr.edu/> and select "Applicants". For full consideration, application packets should be submitted in their entirety no later than May 31, 2018.

For information regarding this position, please contact:

***University of California
ANR Academic Human Resources
LeChé McGill
lkmcgill@ucanr.edu
Internet: <http://www.ucanr.edu/jobs>***

PLEASE REFER TO POSITION NUMBER AP#18-06 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, 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.