

**University of California**  
Agriculture and Natural Resources

## POSITION VACANCY ANNOUNCEMENT

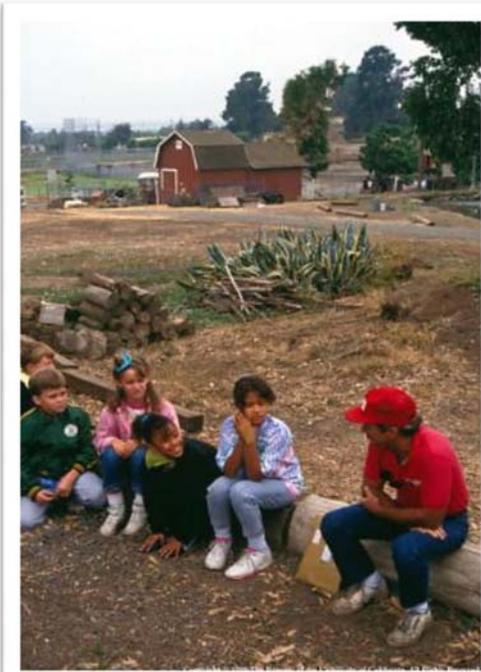
**University of California Cooperative Extension  
Division of Agriculture and Natural Resources**

**4-H Youth Development Advisor  
Serving Riverside and San Bernardino Counties  
AP #14-05**

**Location Headquarters: Riverside County, Moreno Valley, California**

**CLOSING DATE: To assure full consideration, application packets must be received by June 15, 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 (CE) 4-H Youth Development (YD) academic advisor to conduct a multi-county-based extension, education and applied research program. The primary focus of this position is to develop, implement, evaluate, strengthen and expand local 4-H programming to better serve currently under-represented populations and places, including Latino and/or low-income youth and



families in Riverside and San Bernardino Counties. The advisor will coordinate with public/private sector supporters of the 4-H YD program; conduct resource development activities and seek external funding to expand programs. The advisor will provide leadership and expertise in youth development to other youth oriented programs in these two counties.

**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 stewards, problem-solvers, 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 in 2025 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, helping them to pursue 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/).

The California 4-H Youth Development program supports youth's development.

**Riverside County**, the headquarters for this position, is located in southern California in Moreno Valley, about 70 miles east of Los Angeles. It is in the Inland Empire, home of one of the fastest growing populations in California. The city of Riverside has a population over 314,000; adjacent to it is the city of Moreno Valley with a population of about 200,000. The county of Riverside



has a population of approximately 2.3 million and the adjacent county San Bernardino 2.1 million. Over 60% of school-aged youth in Riverside and San Bernardino Counties are Hispanic/Latino, with approximately 20% English language learners. Young people in this region contend with some significant challenges. For example, a majority of the students are eligible for free and reduced lunch, and Hispanic/Latino, African American, American Indian/Alaska Native students and English language learners are not completing high school at especially high rates. However, local youth also enjoy rich cultural and linguistic diversity and bring important insights into how this fast growing region can support the high aspirations of its residents.

The City of Riverside is home to historic museums, parks, and institutions including the growing campus of the University of California Riverside and its new medical school <http://www.ucr.edu/>; Citrus Historic Park - the largest visual arts museum serving the Inland Empire [http://www.parks.ca.gov/?page\\_id=649](http://www.parks.ca.gov/?page_id=649); <http://www.riversideartmuseum.org/>; and the historical Mission Inn with its rich and cultural diversity history <http://www.missioninn.com/>. Cesar E. Chavez grew up in Riverside and a monument has been placed in the downtown of Riverside not far from the Mission Inn. There is a strong Latino Network in Riverside and San Bernardino counties.

Surrounding attractions include the Temecula Wine Country - <http://www.temeculawines.org/>, Palm Springs - <http://www.visitpalm Springs.com/>, and desert and mountain areas. Los Angeles, San Diego, the Pacific Ocean and northern Mexico are all within driving distance.

The UCCE Riverside and San Bernardino counties have programs in agriculture, nutrition and consumer sciences, and natural resource, as well as the 4-H Youth Development Program. Please visit the following websites for more information regarding UC Cooperative Extension in Riverside and San Bernardino Counties: <http://ceriverside.ucanr.edu/> and <http://cesanbernardino.ucanr.edu/>

**NATURE AND PURPOSE:** Under the supervision of a County Director, with latitude for exercise of independent action and decision making, the advisor will facilitate interactions and information exchange among campus based academics, CE advisors and community stakeholders. The advisor will focus on strengthening local 4-H programming through academic leadership to 4-H program staff and volunteers and through conducting applied research by collaborating with internal and external stakeholders. Engaging and empowering youth in education and research projects will be critical to insure youth issues are addressed and youth reach their fullest potential while advancing the field of youth development. The advisor will also conduct resource development activities to expand programming. The advisor will provide leadership and expertise in youth development to other youth oriented programs in Riverside and San Bernardino Counties.

**Extension:** Outreach methods will include individual consultations, community event attendance, participation in key relevant regional networks, 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; government and private industries; agencies, regional initiatives to promote youth well-being, schools and community-based organizations providing services to typically underserved youth; and parents, guardians, and other care-providers for disadvantaged youth in Riverside and San Bernardino Counties.



Through collaborations and partnerships, the 4-H YD advisor will promote positive youth development, and in turn improve important outcomes such as competence, confidence, character, connection, caring, contribution, science literacy, healthy living, community participation, leadership, and workforce preparedness for youth in these counties. Target clientele for these efforts will be youth, 4-H program staff and adult volunteers, teachers, community leaders and others involved in youth development and education. Special program emphasis

must be given to Hispanic/Latino youth, low-income youth, and/or other under-represented youth populations, as well as increasing the diversity of 4-H adult volunteers. Extension of research related to positive youth development will be disseminated via meetings, consultations, newsletters, publications, web-based communications, and other methods.

**Research:** All UC ANR academic advisors are expected to develop and implement applied research programs to provide science based information addressing complex issues. The research areas related to this position will include new contributions in the field of youth development regarding effective practices for building and sustaining engagement of diverse audiences and will help increase the numbers of Hispanic/Latino, low-income youth, and youth from other under-represented populations and places engaged in out-of-school activities that result in positive youth development.

**General Academic Expectations:** The 4-H YD Advisor will collaborate with appropriate UC ANR Program Teams, faculty, specialists and advisors within the research/extension network to develop, strengthen and expand the local delivery of statewide programs and develop new curricula/programs for use in science, healthy living, citizenship and/or leadership youth development programs that is aligned with the statewide focus and local community needs. The Advisor will develop a variety of delivery approaches for expanding the program and reach new, diverse audiences. The advisor will also be responsible for providing leadership to build or maintain a strong volunteer management system for the delivery of the 4-H Youth Development Program.

The Advisor will assess 4-H YD programs to determine outcomes of participation that are aligned with the UC 4-H Youth Development Framework. In addition to assessing measurable changes in individuals, the Advisor will assess family and organizational as well as community change. Expected publication outlets would include 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. 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 target clientele as defined above that are consistent with ANR's Strategic Vision and ANR initiatives <http://ucanr.edu/files/906.pdf>.
  - Conduct 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 Cooperative Extension's credibility by providing science-based knowledge and skills independent of personal or parochial interests.
  - 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.
- Supervise staff in 4-H programs and provide academic oversight to ensure compliance with federal, ANR, and 4-H programmatic and fiscal policies.
- Oversee implementation of the 4-H Thrive framework and ensure positive youth development occurs from an intentional process. Measure program effectiveness in partnership with members of the 4-H Thrive Leadership Team.
- Lead and contribute to the design and implementation of a volunteer development and management program.
- Cultivate collaborators and donors as well as grants for research and education/project support.
- Collaborate and network with governmental agencies, regional tribes, regional initiatives focused on youth well-being, 4-H adult volunteers, youth services, community-based organizations and ethnic/cultural networks, industry groups, schools, fairs, and interested individuals.

**RELATIONSHIPS:** The advisor is administratively responsible to Riverside UCCE County Director and programmatically to the Director of the Statewide Youth, Families and Communities Program. This position will provide academic supervision and oversight to the 4-H Program Representatives in the Riverside and San Bernardino counties.

**AFFIRMATIVE ACTION:**

- An understanding of and commitment to UC ANR's affirmative action goals and commitments is expected of all advisors.
- Implement outreach efforts to ensure nondiscrimination in program identification and delivery.
- Promote and encourage maximum participation of minorities, women, and other underserved groups.
- Include outreach objectives as a component in planning, implementing, and evaluating program efforts.
- Establish and update statistical data pertaining to populations served by programs.
- Record, document, and report outreach plans, goals, activities, progress and results; and submit required activity reports as scheduled.

**EDUCATION AND EXPERIENCE:**

**Minimum and Required Qualifications:**

- Master's Degree, though other advanced degrees are encouraged, in disciplines such as Youth or Human Development, Child Development Education, Youth Studies, Ethnic Studies, or a closely related field.
- Experience working effectively with low-income youth, underserved ethnic populations (particularly Hispanic/Latino youth), their families and communities.
- Expertise in independently and collaboratively developing reports, one-pagers, briefs, and presentations.
- Excellent written, oral and interpersonal communication skills in English and Spanish.
- Computer proficiency.

**Preferred Qualifications:**

- Demonstrated training or expertise in intercultural competency.
- Experience planning, implementing and evaluating programs that achieve youth development outcomes.
- Extension experience, especially in youth development programming and volunteer education.
- Experience with grant writing and/or proposal development.
- Knowledge of regional youth and community development initiatives and networks.

**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/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) (PDF format is preferred):

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  
Soo Hsieh  
(530) 750-1285*

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

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

**PLEASE REFER TO POSITION NUMBER AP #14-05 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.