

## **Area Agronomy and Weed Science Advisor**

### **Applied Research and Extension**

### **Serving Tehama, Shasta, and Glenn Counties, California**

#### **Position Overview**

The University of California, Agriculture and Natural Resources (UC ANR) offers a unique recruitment opportunity for a UC Cooperative Extension (UCCE) **Area Agronomy and Weed Science Advisor**, with academic oversight for the Master Gardner program. UC ANR operates a statewide network of researchers and educators dedicated to the development and application of knowledge to address local agricultural, environmental and health issues. Over 150 UC ANR UCCE advisors conduct research, outreach and education from locally based CE offices serving all 58 counties from 70+ locations throughout the state. By working and living among those we serve, UC ANR expands the University of California's reach to engage all people and communities in California, ensuring equal access to the UC system.



**Location Headquarters:** Tehama County, Red Bluff, CA

**Purpose.** The Area Agronomy and Weed Science Advisor will implement an innovative extension education and applied research program to address issues related to sustainably optimizing cropping systems in Tehama, Shasta, and Glenn counties.

This position offers the opportunity to address weed control and IPM in a myriad of agriculture production crops. To a lesser extent the Advisor would have the leeway to address issues related to crop production, soil health, disease resistance, technology, variety selection, irrigation, environmental horticulture, and plant nutrition. Primary crops include, but are not limited to, forage crops, small grains, cover crops, orchard crops, and rangeland. The advisor will promote economic prosperity in California by improving agricultural efficiency and productivity and protecting California's natural resources by improving the management and use of land and increasing ecological sustainability of agriculture. The position will also provide technical support to the Master Gardener programs in Tehama, Glenn, and Shasta Counties and work with volunteers to disseminate information to the public.

The Advisor's primary role will be in weed science. The emerging issues in the three-county area include herbicide resistance, testing new chemistries, invasive species detection, and integrated pest management. Extension education methods include grower meetings, farm calls, workshops, UC Master Gardener trainings, and emerging remote communication methods.

The advisor is expected to implement a range of extension activities to address local needs, via workshops, seminars, field days, short courses, newsletters, and lay publications, in coordination with local public agencies and non-profits. Applied research and creative activity are expected to be aligned with the position description

and determined by clientele needs, and will include collaboration on projects, securing grant funding from public agencies, private foundations, and commodity groups, and publications in relevant topical journals. The advisor is expected to show professional competence such as presenting at local or regional meetings of professionals, service providers, or other industry partners, and University and public service.

There are numerous opportunities for extension and research partnerships with a variety of stakeholders and partnerships, including commodity boards and agronomic crop organizations as well as the CDFA, Department of Pesticide Regulation, CA DPR Pest Management Alliance/IPM program, and the Western IPM, Western SARE, and USDA NIFA grant opportunities.



The advisor joins a team of highly motivated UCCE colleagues who are passionate about their work and are dedicated to making a difference within the communities and throughout California. The potential for collaborative projects within the UC ANR system is nearly limitless.

This is an exciting opportunity to develop and deliver relevant program content to have meaningful impacts in local communities and throughout California.

**Counties of Responsibility.** This position will be headquartered in the UCCE Tehama office located in Red Bluff, CA and serves Tehama, Shasta and Glenn Counties.

**Reporting Relationship:** The CE Advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) County Director of Tehama County with input from the County Directors of Shasta and Glenn counties.

## Qualifications and Skills Required

### Required Qualifications

**Education:** A minimum of a Master's degree in plant science, agronomy, pest management, crop production or related field is required at the time of appointment.

### Additional Requirements

- Ability and means to travel on a flexible schedule as needed, proof of liability and property damage insurance on vehicle used is required. Must possess valid California Driver's License to drive a County or University vehicle.
- Knowledge of weed science.
- Technical competency in experimental techniques.
- Experience with extension program development and delivery.
- The ability to work with clientele across a wide range of socio-economic classes and ethnicities is essential.
- The CE Advisor must possess or obtain a Qualified Pesticide Applicator Certificate (QAC) or License (QAL) prior to applying or supervising the application of any pesticide.

### Skills Required

To be successful, the CE Advisor requires skills in the following areas:

## Technical Competence and Impact

The candidate should have a deep understanding of agronomy and pest management and be able to design and implement a program that leads to positive changes and impact within the community and beyond. There is an expectation that advisors evolve and grow across their career and respond to changes in the industry and by clientele.

## Communication

Demonstrated excellence in written, oral, and interpersonal and information technology communication skills. Public speaking to stakeholders is a routine part of this position. Spanish language proficiency is desired.

Demonstrated ability to share complex information in a manner tailored to the audience.



## Collaboration, Teamwork and Flexibility

Demonstrated ability to work collaboratively as a team member with industry and other stakeholders. Able to adapt as circumstances warranted.

Aware and willing to actively promote diversity, equity, and inclusion.

## Lifelong Learning

Demonstrated commitment to ongoing self-improvement. Ability to shift program focus as times and organizational needs change.

**Learn more about Skills and Areas of Programmatic Review** (including Professional Competence, University and Public Service and Affirmative Action and DEI) at:  
<https://ucanr.edu/sites/anrstaff/files/319460.pdf>

## Desired Experience

- Passion and desire to pursue a career in Cooperative Extension
- Experience in building partnerships and with multidisciplinary teams
- Demonstrated ability to effectively plan projects, manage teams and implement an applied research and outreach program, including setting measurable goals and objectives

## About UC ANR

The University of California, Division of Agriculture and Natural Resources (UC ANR) consists of a network of scientists and educators working in partnership across California. We are committed to developing and supporting practical, science-based solutions that contribute to healthy food systems, healthy environments, healthy communities, and healthy Californians. UC ANR administers UC Cooperative Extension (UCCE), which is responsible for program development and delivery in the counties throughout the state of California.

## Learn more about

- UC ANR at <https://UCANR.edu>
- UC ANR in counties: [https://ucanr.edu/sites/ucanr/County Offices/](https://ucanr.edu/sites/ucanr/County%20Offices/)
- Our Strategic Initiatives <http://ucanr.edu/sites/StrategicInitiatives/>
- Our Public Value statements at: [https://ucanr.edu/sites/anrstaff/Divisionwide Planning/UC ANR Public Values/](https://ucanr.edu/sites/anrstaff/Divisionwide%20Planning/UC%20ANR%20Public%20Values/)
- DEI: Further to the above, advisors are expected to share and exhibit UC ANR's commitment to Diversity, Equity and Inclusion [https://ucanr.edu/sites/Professional Development/Office - Team Management/Diversity Equity Inclusion Belonging/](https://ucanr.edu/sites/Professional%20Development/Office%20-%20Team%20Management/Diversity%20Equity%20Inclusion%20Belonging/)
- Affirmative Action: Further to the above, advisors are expected to share and exhibit UC ANR's commitment to affirmative action. Learn more of UC ANR Affirmative Action policy: [http://ucanr.edu/sites/anrstaff/Diversity/Affirmative Action/](http://ucanr.edu/sites/anrstaff/Diversity/Affirmative%20Action/)
- The University of California Agriculture and Natural Resources is committed to attracting and retaining a diverse workforce and will honor your experiences, perspectives and unique identity. We encourage applications from members of historically underrepresented racial/ethnic groups, women, individuals with disabilities, veterans, LGBTQ+ community members, and others who demonstrate the ability to help us create and maintain working and learning environments that are inclusive, equitable and welcoming.

## Salary & Benefits

**Salary:** The salary range for this Cooperative Extension Advisor position is Assistant Rank, Step I (\$71,200) to Step VI (\$94,000). Step placement in the advisor series is based on applicable experience and professional qualifications. For information regarding Cooperative Extension Advisor salary scales, please refer to the University of California website: <https://ucanr.edu/sites/anrstaff/files/358478.pdf>. If the successful candidate is currently a UCCE Advisor, the candidate will be offered the position without change to the candidate's current rank, step, salary and/or appointment terms; and if applicable, is eligible to retain indefinite status.

This position is eligible for indefinite status following three successful reviews and subject to terms noted in UC ANR Policy and Procedure Manual, Section 315 <https://ucanr.edu/sites/anrstaff/files/118501.pdf>

**Benefits:** The University of California offers comprehensive benefits including health insurance, retirement plans, two days per month paid vacation, one day per month paid sick leave, and paid holidays. This position is eligible for sabbatical leave privileges as per the terms of the University policy. For more information, refer to the UC Benefits website at: <https://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html>

## How to Apply

If interested in this position, please visit: <https://recruit.ucanr.edu/> and choose "applicants" (refer to position #22-07)

**Closing Date:** To assure full consideration, application packets must be received by **April 24, 2023** (open until filled)

## Questions?

Contact Tatiana Avoce, - email [tavoce@ucanr.edu](mailto:tavoce@ucanr.edu)

Applicants may wish to explore the UC Davis Services for International Students and Scholars web page at <https://siiss.ucdavis.edu> and the [UC ANR Green Card Sponsorship Guidelines & FAQ's](#) for reference.

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*University of California Cooperative Extension*

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As a condition of employment, you will be required to comply with the University of California [Policy on Vaccination Programs – With Updated Interim Amendments](#). All Covered Individuals under the policy must provide proof of receiving the COVID-19 Vaccine Primary Series or, if applicable, submit a request for Exception (based on Medical Exemption, Disability, Religious Objection, and/or Deferral based on pregnancy or recent COVID-19 diagnosis and/or treatment) no later than the applicable deadline. All Covered Individuals must also provide proof of receiving the most recent CDC-recommended COVID-19 booster or properly decline such booster no later than the applicable deadline. New University of California employees should refer to [Exhibit 2](#), Section II.C. of the [SARS-CoV-2 \(COVID-19\) Vaccination Program Attachment](#) for applicable deadlines. All Covered Individuals must also provide proof of being Up-To-Date on seasonal influenza vaccination or properly decline such vaccination no later than the applicable deadline. Please refer to the [Seasonal Influenza Vaccination Program Attachment](#). (Capitalized terms in this paragraph are defined in the policy.) Federal, state, or local public health directives may impose additional requirements.

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.