

# University of California

## Agriculture and Natural Resources

### POSITION VACANCY ANNOUNCEMENT

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

Orchard Systems Advisor  
Serving San Joaquin County

AP #17-14

**Location Headquarters:** Stockton, San Joaquin County, California

**SUBMISSION DEADLINE:** To ensure full consideration, submit materials by **May 18, 2018**. Those received after May 18, 2018 may be considered if the position has not yet been filled. (open until filled)

**POSITION PURPOSE:** The Area Cooperative Extension (CE) advisor for orchard systems will conduct a locally based extension, education and applied research program to develop a research and extension education program to address high priority production and pest management issues in walnuts and sweet cherries in San Joaquin County. The position also includes problem solving and program delivery responsibilities for apples, oil olives, and several other smaller-acreage crops. San Joaquin County is the statewide leader in both cherry and walnut production and the advisor will be expected to become a regional and statewide leader within ANR.



The CE advisor will facilitate interactions and information exchange among campus based academics, CE advisors and community stakeholders. He/she will also form and lead local interdisciplinary teams, develop new technologies, provide science-based information and encourage translation of advances into practical applications for a sustainable future. Entry-level growers require an extensive extension effort on basic orchard culture and pest management while experienced growers need information on new technologies to remain competitive. All producers face mounting pressures from increased regulatory and environmental compliance requirements as well as cost-

competitiveness in an increasingly global marketplace. Allied industry professionals such as pest control advisers, handlers and packers represent a large and important secondary clientele target group for this position.

**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. Learn more about existing UCCE programs in this vibrant community at:

<http://cesanjoaquin.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_ANR/Strategic_Vision/)). 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 Endemic and Invasive Pests and Diseases, Water Quality, Quantity and Security and Sustainable Food Systems Strategic Initiative(s). 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 CE advisor will develop and conduct applied research and demonstration projects that address high priority issues such as increasing fruit & nut tree efficiency while reducing the environmental footprints of fertilization, irrigation and pest management practices. Research opportunities include rootstock, variety, irrigation, fertilization and pruning of walnuts and cherries; development of selective and integrated



new approaches for managing endemic and invasive pests; improving cherry quality through improved production practices and handling; and testing of new technologies to improve orchard efficiency, such as higher density short stature orchard systems and mechanical or mechanical-assist harvest innovations for cherries. Control of spotted winged drosophila, an invasive species, is a continuing critical need of the cherry industry. Brown marmorated stinkbug is an emerging invasive pest likely to threaten a range of commodities and present new challenges to integrated management of orchard pests in the near future. Long-term walnut variety and rootstock trials are already in place and would enable a new CE advisor to hit the ground running. Results of research projects will be published in commodity board reports,

county newsletters, trade journals and various ANR peer-reviewed publications. Other peer-reviewed manuscripts will be published in scientific journals including *Acta Horticulturae*, *Hort Science* and *Hort Technology*.

**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. Extension methods also need to be diverse and sensitive to the mixed learning styles and information resourcing preferences of a multi-generational audience. Information will be disseminated through in-class workshops, field meetings, newsletters, commodity and popular press media outlets, and telephone calls. Other outreach methods include 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 UC ANR CE advisors, CE specialists, AES faculty, public agency personnel, business and professional groups to research, demonstrate and extend information related to orchard systems and critical issues associated with their responsibilities.



**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 activities and events in which the CE advisor 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 needs assessments to identify priority issues or problems relevant to the local clientele groups being served.
- Conduct applied research designed to solve locally relevant problems and monitor change.
- 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 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 San Joaquin 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, though other advanced degrees are encouraged, in disciplines such as pomology, production horticulture, pest management, or a closely related field is required by the appointment start date. An understanding of agricultural production practices, field research and statistical design is required. Excellent written, public speaking and interpersonal communication skills are required. The ability to build partnerships and to work with multidisciplinary teams to address production and environmental challenges is preferred. The CE advisor must possess or obtain a Qualified Pesticide Applicator Certificate (QAC) or License prior to applying or supervising the application of any pesticide.

**SALARY:** Beginning salary will be in the Cooperative Extension Assistant Advisor Rank and commensurate with applicable experience and professional qualifications. For information regarding the Cooperative Extension Advisor salary scale, please refer to: <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/compensation-and-benefits>.

**HOW TO APPLY:** To be considered, applicants must electronically submit the following four 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 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 4 and a maximum of 6 names, addresses, phone numbers and email addresses). Please do not send letters of reference.

3. CV or Resume
4. 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.

**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.

**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 18, 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 #17-14 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.