

**University of California**  
Agriculture and Natural Resources

## **POSITION VACANCY ANNOUNCEMENT**

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

**Specialty Crops Cooperative Extension Advisor  
Serving Contra Costa and Alameda Counties**

**AP #18-13**

**Location Headquarters: Pleasant Hill, Contra Costa County, California**

**SUBMISSION DATE: To ensure full consideration, submit materials by February 8, 2019. Those received after February 8, 2019 may be considered if the position has not yet been filled. (open until filled)**

**POSITION PURPOSE:** The Area Cooperative Extension (CE) advisor for specialty crops will conduct a locally-based extension and applied research program with a broad focus on problem-solving, applied research and extension educational programming for small, medium, and large scale commercial farmers. This position will provide expertise in all aspects of crop production including soils, irrigation, crop scheduling, nutrition, and integrated pest

management with an emphasis on high value specialty crops that promote economic viability in these urban edge counties. The CE advisor will also address critical issues related to the sustainability of agriculture in the San Francisco Bay Area (SFBA) such as marketing, agri-tourism, local food networks, ag-urban interface problems, agricultural land conservation, new farmer education, compliance with food safety, labor, pesticide, and water quality regulations.



Key clientele include growers, farm managers, pest control advisers, allied industries, commodity groups, irrigation districts, conservation and environmental groups, public agencies such as the local County

Agriculture and Weights and Measures Departments and CDFA, and consumers.

**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) includes 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 these vibrant community at: <http://cecontracosta.ucanr.edu/>, and <http://cealameda.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 Plans for the Sustainable Food Systems, Endemic and Invasive Pests and Diseases, and Water Quality, Quantity and Security Strategic Initiatives. The Strategic Plans for each strategic initiative can be found at: <http://ucanr.edu/sites/StrategicInitiatives/>.

**ACADEMIC EXPECTATIONS:** All UC ANR CE academic appointees are responsible for performance in the areas of 1) applied research and creative activity, 2) extending knowledge and information, 3) professional competence and activity and 4) University and public service.

**Applied research and creative activity:** All UC ANR CE advisors develop and implement applied research programs to provide science-based information addressing complex issues. The CE advisor will provide essential leadership to address critical issues facing specialty and diversified crop production. 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. The research issues to be addressed by this position may include: developing IPM and alternative pest management programs for specialty crops to control new, invasive pests, and to test new, reduced risk materials and methods; developing sustainable, transitional, and organic commercial production systems for specialty crops; the introduction/production of new specialty crops, varieties or rootstocks; nitrogen and nutrient management practices to preserve water quality, soil health and crop productivity; and improving irrigation management



practices to conserve water and maintain crop productivity & quality.

Research results will be disseminated through a variety of publication outlets including those for clientele as well as academic colleagues. Potential collaborators include UC ANR academics, Program Teams, and Workgroups, as well as related government and private industries.

**Extending knowledge and information:** 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. Science-based research results and other educational information will be disseminated using a variety of methods, including: individual consultations, presentations at grower and industry meetings, workshops, short courses, field demonstrations, UC ANR publications, peer-reviewed journal articles, newsletters, technical reports to commodity boards/funding agencies, 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. The CE advisor will also provide technical support in helping craft agricultural land use and other policies that support East Bay Agriculture, and sharing other model agricultural policies proven helpful elsewhere in a balanced and objective manner.



**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:**

### **Programmatic Competence**

- 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 comprehensive 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.
- Represent UC ANR in a professional manner.



### **Communication**

- 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.
- Foster an increased understanding of UC ANR's Cooperative Extension's research and education programs in clientele, the public and policy makers.
- Effectively use online communication methods and associated software programs to support research and instruction.
- Actively advocate for UC ANR program awareness and support.

### **Collaboration, Teamwork & Flexibility**

- Develop collaborative teams with other UC ANR academics, including specialists, AES faculty, CE Advisors and/or others, to address priority issues for UC ANR.
- Interact with UC ANR Program Teams and others within the research/extension network to develop, strengthen and expand program goals.

### **Professional Development & Lifelong Learning**

- Maintain a program of continuous self-improvement by participating in in-service training, seminars, workshops, work group & program team meetings, short courses, professional society meetings and other relevant opportunities.

**RELATIONSHIPS:** The CE advisor is administratively responsible to the UCCE Contra Costa/Alameda County Director.

**AFFIRMATIVE ACTION:** An understanding of and commitment to UC ANR's affirmative action goals and commitments is expected of all CE advisors. Compliance with affirmative action policies includes supporting outreach efforts to underserved and underrepresented audiences. UC ANR Affirmative Action policy and information can be found at:

[http://ucanr.edu/sites/anrstaff/Diversity/Affirmative\\_Action/](http://ucanr.edu/sites/anrstaff/Diversity/Affirmative_Action/)

## **EDUCATION AND EXPERIENCE:**

### **Required Qualifications**

#### Programmatic competence

- A minimum of an earned master's degree, though other advanced degrees are encouraged, in disciplines such as plant science, agricultural crop science, horticulture, agronomy or a closely related field, is required by the appointment start date. Applicants who are currently enrolled in a masters program must be within 12 months of completing their degree in order to be considered.

#### Communication

- Excellent written, oral and interpersonal communication skills are required.

#### Collaboration, Teamwork & Flexibility

- Demonstrated ability to work collaboratively as a team member with other professionals
- Willingness and ability to embrace change as clientele and organizational needs evolve.

### **Desired Qualifications**

- Practical experience in crop production, marketing, and familiarity with organic practices is desirable.
- An understanding of the unique challenges facing agriculture on the urban edge and the ability to build partnerships and work with multidisciplinary teams to address these challenges is desirable.

**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: <https://ucanr.edu/sites/anrstaff/files/293542.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 UCnet website at: <http://ucnet.universityofcalifornia.edu/compensation-and-benefits>.

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

1. Cover Letter
2. ANR Academic Application Form— from the ANR website at: <http://ucanr.edu/sites/anrstaff/files/278846.pdf>  
Please do not send 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 send transcripts that are password protected.

**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, 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.

Applicants may wish to explore the UC Davis Services for International Students and Scholars web page at [https://siss.ucdavis.edu/scholars\\_depts/permanent\\_residence.html](https://siss.ucdavis.edu/scholars_depts/permanent_residence.html) as a resource.

**For information regarding this position, please contact**

*University of California*  
*ANR Academic Human Resources*  
*Kim Ingram*

*(530) 750-1282 or [kcingram@ucanr.edu](mailto:kcingram@ucanr.edu)  
E-mail Address: [anracademicsearch@ucanr.edu](mailto:anracademicsearch@ucanr.edu)  
Internet: <http://www.ucanr.edu/jobs/>*

**PLEASE REFER TO POSITION NUMBER AP #18-13 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.