POSITION VACANCY ANNOUNCEMENT

University of California Cooperative Extension
Division of Agriculture and Natural Resources

Area 4-H Youth Development Advisor
Serving Kings, Fresno and Tulare Counties
AP #13-15

LOCATION HEADQUARTERS: Kings County, Hanford, California

CLOSING DATE: To assure full consideration, application packets must be received by September 21, 2014 (open until filled)

BACKGROUND:
The University of California Division of Agriculture and Natural Resources (UC ANR), a statewide program with local development and delivery, is seeking a Cooperative Extension (CE) 4-H Youth Development (YD) Advisor. The 4-H YD academic advisor will conduct a multi-county-based extension, education and applied research program to build the capacity of youth and adults to ensure successful growth of youth development programs in the three-county area.

NATURE AND PURPOSE:
We seek an advisor who is:

- An innovative researcher, who can develop an applied research program, evaluate programs, and report accomplishments, results, and potential or actual impacts to scientific and lay audiences;
- An educator, who can provide inspiration and guidance to the 4-H Youth Development program in the represented counties and who embraces the 4-H Thrive approach for youth and volunteer development;
- A collaborator, who can develop partnerships and leverage resources to deliver innovative approaches that will advance local 4-H Youth Development programming; one who can encourage collaborations among ANR Program Teams, 4-H Youth Development volunteer leaders, governmental agencies, youth service organizations, industry groups, and schools;
- A visionary, who can complement UC ANR’s Strategic Vision, optimizing opportunities for conducting outstanding research and extension programs that meet the needs of Californians.

The UC Cooperative Extension Youth Development Advisor will facilitate interactions and information exchange among campus-based academics, CE advisors and community stakeholders. Focus is expected to
be directed on the development, implementation, expansion, and evaluation of youth development programs in each county, strengthening local 4-H programming through academic leadership to 4-H program staff and volunteers. This position is also responsible for assessing local youth needs, and taking leadership in developing applied research projects and appropriate programs to empower youth and address issues important to youth and communities. The advisor will also provide leadership and expertise in youth development to other youth-oriented programs in the counties, and is responsible for maintaining communication for program administration, management and reporting requirements with the County Directors and State YD Staff.

OUR CULTURE:
Working at UC ANR offers a career with a history and a future. Since the first Advisors were hired in California almost 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, who enjoy 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_ANR/Strategic_Vision/).

Kings County is the headquarters for this position and the CE office is located in Hanford, California. Kings County is bordered on the north by Fresno County and on the east by Tulare County. These three counties are within California’s Central Valley, which is the richest agricultural region in the state. Promoting positive youth development is an urgent need in California, including nurturing youth who will enter adulthood prepared to thrive and to contribute to society. The Central Valley area of Kings, Fresno and Tulare Counties is one of the fastest growing areas in not only California, but also the country. From year 2000 to the present, these counties population grew by 20%, while the state growth was only 10%. These counties offer a diverse population with great needs and opportunities in the area of positive youth development. As such, UC Cooperative Extension is poised in these counties to be a leader in after-school and out-of-school programs.

Please visit the following websites for more information regarding UC Cooperative Extension in Kings, Fresno and Tulare Counties:
[http://cekings.ucanr.edu](http://cekings.ucanr.edu)
[http://cefresno.ucanr.edu](http://cefresno.ucanr.edu)
[http://cetulare.ucanr.edu](http://cetulare.ucanr.edu)

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

Extending information and outreach methods will include individual consultations, National Science Day, fairs, workshops, 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 as well as related government, non-governmental organizations, and private industries in Kings, Fresno and Tulare Counties. The YD Advisor is expected to provide academic leadership in the areas of teaching and adaptive research activities dealing with pertinent youth development issues.

RESEARCH:
The 4-H YD Advisor will collaborate with appropriate UC ANR Program Teams, campus faculty, specialists and advisors to develop new curricula/educational materials, applied research and programs for use in youth science literacy with an emphasis on animal science preferred that is aligned with the statewide focus and local community needs in Kings, Fresno, and Tulare Counties. The Advisor will also assess 4-H YD programs to determine outcomes of participation that are aligned with the UC 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 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.

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 clientele that are consistent with ANR’s Strategic Vision and ANR initiatives [http://ucanr.edu/files/906.pdf](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 YD programs and provide academic oversight to ensure compliance with federal, ANR, and YD programmatic and fiscal policies.
- Lead the evaluation of local 4-H programs for impact and attainment of growth, participation, and program objectives.
Oversee implementation of the YD Thrive framework and ensure positive youth development occurs from an intentional process. Measure program effectiveness in partnership with members of the YD 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, YD adult volunteers, youth services, organizations, industry groups, schools, fairs and interested individuals.

RELATIONSHIPS:
The 4-H YD Advisor is administratively responsible to the UCCE Kings County Director and programmatically to the Director of the Statewide Youth, Families and Communities Program. The advisor will work locally with colleagues in Kings, Tulare and Fresno counties to identify and address the local needs. This position will maintain communication and working relationships with CE Specialists, Advisors, State 4-H YD Office, Agricultural Experimental Station faculty and researchers, ANR Strategic Initiative Leaders and other colleagues. The position will provide programmatic supervision, leadership and will participate in the administrative supervision of the 4-H YD Program Representatives in Kings, Tulare and Fresno Counties in collaboration with the appropriate County Director.

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:
A minimum of a Master’s Degree is required, though candidates with other advanced degrees are encouraged to apply. Preferred disciplines, undergraduate or graduate, would include a combination of animal science, agriculture, natural resources, environmental science, and agriculture education, with emphasis on human or youth development, community development, or other closely related fields. Excellent written, oral, presentation, and interpersonal communication skills are required. Extension experience, especially in youth development programming and volunteer education, is desirable. Demonstrated training or expertise in one or more of the following areas is preferred: animal science, agriculture or natural resource science, children’s scientific thinking and learning, or community-based youth learning programs. Skills to communicate effectively in a second language are 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:
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://atyourservice.ucop.edu.

**HOW TO APPLY:**
To be considered, applicants must electronically submit the following five components of the Application Packet to ANRacademicsearch@ucop.edu:

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 4 and a maximum of 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 original electronic transcripts or legible photocopies of original transcripts will be accepted.
5. Two to three examples of peer-reviewed publications, news articles, project reports, and/or education materials developed. Please summarize your role in your cover letter.

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*
*Julie Woodworth*
*(530) 750-1282*

*E-mail Address: ANRacademicsearch@ucop.edu*
*Internet: http://www.ucanr.edu/jobs*

PLEASE REFER TO POSITION NUMBER AP#13-15 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.