

University of California
Agriculture and Natural Resources

POSITION VACANCY ANNOUNCEMENT

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

**Area Cooperative Extension Advisor - Desert Livestock
Serving Imperial, Riverside and San Bernardino Counties**

AP#17-09

Location Headquarters: Holtville, Imperial County, California

SUBMISSION DATE: To ensure full consideration, submit materials by **July 14, 2017**. Those received after July 14, 2017 may be considered if the position has not yet been filled. (open until filled)

POSITION PURPOSE: The Area Cooperative Extension (CE) advisor for desert livestock will conduct a locally-based extension, education and applied research program that will focus on desert livestock production and marketing, food safety, manure composting, and water quality. Other important issues include soil quality, wildlife habitat, forage production and other ecosystem services. With large feedlots in the Imperial Valley, the CE advisor has the ability to collaborate with other researchers to address the risk of movement of potential pathogens such

as *Listeria spp.* and *E. coli* from livestock to the vegetable crop industry. Key clientele will include ranch owners and managers, natural resource managers and professionals, food safety representatives and public agencies. The CE advisor will also work with the livestock industry in Riverside and San Bernardino Counties.



The CE advisor will facilitate interactions and information exchange among campus based academics, CE advisors and community stakeholders. The CE advisor is responsible for the development and implementation of Cooperative Extension education and applied research programs addressing important issues at the interface of desert livestock production systems, natural resources management, and watershed health. The CE advisor needs to have a thorough and practical understanding of desert livestock production, and the constraints in arid ecosystems in order to develop an effective program. CE advisors provide credible and practical solutions to ranch owners and managers, natural resource professionals, and water resources regulators, who face complex management issues relating to desert livestock production, and watershed health.

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 these vibrant communities, visit <http://ceimperial.ucanr.edu/>, <http://ceriverside.ucanr.edu/> and <http://cesanbernardino.ucanr.edu/>.

Our priorities in research, education, service, and resource allocation are guided by the UC 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 Sustainable Food Systems, Water Quality, Quantity and Security and Sustainable Natural Ecosystems Strategic Initiatives. The Strategic Plans for each strategic initiative can be found at <http://ucanr.edu/sites/StrategicInitiatives/>.

ACADEMIC EXPECTATIONS: All UC ANR CE advisors 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 provide essential leadership to address critical issues facing desert livestock in Imperial, Riverside and San Bernardino Counties. 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 CE advisor will develop and conduct applied research and demonstration projects that evaluate desert livestock production, food safety, water quality, soil quality and ecosystem health. Opportunities exist to perform livestock and feedlot research studies at UC ANR Desert Research and Extension Center (DREC). DREC is a national and international leader in feedlot cattle research, with one of the largest research facilities, including a 700-head feedlot, more than 100 pens, a metabolism barn and a feed mill.



DREC also has outstanding research support personnel and about 255 acres of research fields for desert forage, soil, water, and livestock research. Key species for research include cattle, sheep and goats. Publication outlets may include agriculture journals and natural resource journals (such as Rangeland Ecology and Management and California Agriculture). Research will be synthesized and popularized in ANR publications, trade and professional publications, conference proceedings, workgroups, newsletters and other outlets.

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. Science-based research results and other educational information will be disseminated using a variety of methods including individual consultations, presentations at producer and industry meetings, workshops, short courses, field demonstrations, UC ANR publications, newsletters, technical reports to commodity boards/funding agencies, peer-reviewed journal articles, 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 academics and appropriate statewide efforts including UC ANR Program Teams and Workgroups, as well as related government and private industries. The CE advisor will develop linkages with clientele groups, researchers, policy makers, agency professionals and organizations, FSMA,

and waste management organizations in the region. Collaborations with these groups will identify barriers to reaching livestock and land management goals.

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 level. 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 UC ANR CE's credibility and visibility by participating in professional organizations and collaborating with government agencies, commodity groups, allied industry groups, policy makers and other organizations by providing independent science-based information and leadership.
- Evaluate programs and report accomplishments, results, and potential or actual impacts to scientific and lay audiences through a variety of outreach methods.
- 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 Director of UCCE, Imperial County with input from the Directors of UCCE in 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 CE advisors.

EDUCATION AND EXPERIENCE: A minimum of a master's degree is required in disciplines such as animal science, rangeland management or other closely related fields. Work experience in livestock management, nutrition and research is preferred. Extension experience is desired. Excellent written, oral and interpersonal communication skills are required.

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/250093.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/>



HOW TO APPLY: To be considered, applicants must electronically submit the following four components of the Application Packet to ANRacademicsearch@ucanr.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 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: 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.

For information regarding this position, please contact

**University of California
ANR Academic HR
LeChe McGill
(530) 750-1281**

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

PLEASE REFER TO POSITION NUMBER AP #17-09 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.