

## **Specialty Crops Advisor** **Applied Research and Extension**

### **Serving Sonoma, Napa and Marin Counties, California**

#### **Position Overview**

The University of California, Agriculture and Natural Resources (UC ANR), a statewide program with local development and delivery, is seeking the following UC Cooperative Extension (UCCE) Advisor.

**Location Headquarters.** Sonoma County, CA

**Purpose.** The Specialty Crops Advisor will implement an extension education and applied research program to build the viability of conventional and organic local farmers, processors, and marketers in local agriculture while promoting sustainable practices.

The Advisors program will be driven by needs and opportunities, related to high value specialty fruits, vegetables, olives and olive oils, specialty grains, and cut flower production- elements that all contribute to viable local economies and food security.



The Advisor will collaboratively develop opportunities for innovation and adaption of conventional, organic and/or niche production, resource sustainability, and appropriate-scale equipment and technology. Areas of potential need and impact include crop selection, pest management, cropping coordination and synchronization, and climate adaptation. The Advisor will also work with local rural and peri-urban producers to expand their role and contribution as foundational members of the area's food system and community.

UC Master Gardeners is a powerful outreach channel to communities. The Advisor will provide scientific guidance to the Sonoma County Master Gardeners program; with over 250 volunteers, educating home gardeners about pest management and good cultural practices.

The Advisor will develop and deliver research-based information using a range of communication options to create positive community impact.

This is an exciting opportunity to have meaningful impact; engaging with established conventional and organic agricultural production leaders, the burgeoning new and beginning farmer demographic, and active direct and wholesale marketing channels members. The advisor will work with supporting units, including multi-county areas, the Agricultural Production Management Systems and the California Communities and Food Systems Program Teams along with Statewide Master Gardener programs.

Opportunities abound for research and extension partnerships that link clients and resource professionals across multi-sectors with relevant science-based information and promote effective problem solving. The advisor will join 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. In the local assignment area this includes

the Food Systems, Integrated Pest Management, Environmental Horticulture Advisors, among others. The potential for collaborative projects within the UC ANR system is nearly limitless.

**Counties of Responsibility.** This position will be headquartered in Sonoma and have responsibilities across Napa and Marin counties.

**Reporting Relationship:** The CE Advisor serves under the administrative guidance of the Sonoma County Director with input from the other UCCE County Directors in the coverage area.

## Qualifications and Skills Required

### Required Qualifications

**Education:** A minimum of a Master's degree in plant science, horticulture, agricultural crop science, agricultural production systems or a closely related field at the time of appointment.

### Additional Requirements

- Valid driver license.
- Live within a commutable distance of the position headquarters during period of appointment.
- If relevant, the Advisor must possess or obtain a Qualified Pesticide Applicator Certificate (QAC) or License prior to applying or supervising the application of any pesticide.



### Desired Experience

- Experience working in multiple cropping systems, organic farming practices, small farm production systems, integrated pest management, and marketing methods.
- Passion and desire to pursue a career in Cooperative Extension and community development.
- Experience in successful Cooperative Extension programming or community development.
- Demonstrated ability to effectively plan, manage teams and implement a research program, including setting measurable goals and objectives.

### Skills Required

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

#### Technical Competence and Impact

The candidate should have a deep understanding of key concepts related to in horticulture and agriculture 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 is a routine part of this position.

## Collaboration, Teamwork and Flexibility

Demonstrated ability to work collaboratively as a team member with others. Able to adapt as circumstances warranted.

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

## Lifelong Learning

Demonstrated commitment to ongoing self-improvement - both professionally and as a person. 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>

## 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 the California. We are committed to developing and supporting 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 Sonoma <https://cesonoma.ucanr.edu/>
- UC ANR Urban Horticulture <https://ucanr.edu/sites/UrbanHort/>
- UC Master Gardener <https://mg.ucanr.edu//>
- Our Strategic Initiatives <http://ucanr.edu/sites/StrategicInitiatives/>
- Our Public Value statements at [https://ucanr.edu/sites/anrstaff/2016-2020 Strategic Plan/Goal 5 Prioritize programs and services/Public values statement/](https://ucanr.edu/sites/anrstaff/2016-2020%20Strategic%20Plan/Goal%205%20Prioritize%20programs%20and%20services/Public%20values%20statement/)
- 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: 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/)

## Salary & Benefits

**Salary:** The beginning salary will be in the Assistant CE Advisor Rank and commensurate with applicable experience and professional qualifications. For information regarding CE advisor series salary scales, please refer to: <https://ucanr.edu/sites/anrstaff/files/358478.pdf>

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 vacation, 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:

<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 #21-40)

**Closing Date: To assure full consideration**, application packets must be received by **January 24, 2022** – (open until filled)

## Questions?

Contact Tatiana Avoce (AHR) 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://siss.ucdavis.edu/> as a resource.

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*University of California Cooperative Extension*

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**Please note the UC Policy on COVID vaccination and working for UC:** For the safety and well-being of the entire university community, the policy will require, with few exceptions, that all students, faculty and staff be vaccinated against the COVID-19 virus before they will be allowed on campus or in a facility or office." Please visit <https://ucnet.universityofcalifornia.edu/news/2021/07/ucs-covid-19-vaccine-policy.html> for more information.

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.