Area Integrated Pest Management Advisor  
Applied Research and Extension  
Serving San Diego, Orange and LA 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. San Diego County, CA

Purpose. The Integrated Pest Management Advisor will implement an innovative applied research and extension education program to address high priority pest management needs and problems in the various crop production and landscape systems in Southern California.

Various crops (nurseries, vegetables, field, and horticultural) are grown on large and small acreages in San Diego County. This region lies on the border between Mexico and along the Southern CA coastal lines, hence is exposed to invasive insect pests, such as the South American palm weevil (shown in picture) that could cause serious damage to California’s palm trees and date palms with San Diego as the major entry point.

The IPM Advisor will focus on long-term IPM systems, reducing economic, environmental, and human health impacts from pests and pest management practices, and addressing changes in pest pressures resulting from climate change. The IPM Advisor will also address methods to prevent new pest introductions or the spread of established pests to uninfected areas. It requires identifying potential routes of invasion to reduce the likelihood of infestation. This is an exciting opportunity to develop and deliver relevant program content to have meaningful impacts in local communities and throughout California.

Opportunities abound for extension and research partnerships that link growers and their associations, Pest Control Advisers, and affected clientele/commodity boards, policy makers and public agencies. The IPM Advisor will also provide pest management support for UC Master Gardener volunteers and has the potential to implement research and delivery with UC Master Gardener or California Naturalist Volunteers. The Advisor will deliver training to licensed Pest Control Advisers (PCA), pesticide applicators (QAL/QAC/PA), growers, and professional landscape managers.

The advisor will also 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. The potential for collaborative projects within the UC ANR system is nearly limitless.

Counties of Responsibility. This position will be headquartered in San Diego County with responsibilities to address IPM priorities also in Orange and Los Angeles Counties.
**Reporting Relationship:** The CE Advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) County Director for San Diego County with input from the other UCCE County Directors in the coverage area. The CE advisor is programmatically responsible to the Statewide IPM Director.

**Qualifications and Skills Required**

**Required Qualifications**

**Education:** A minimum of a Master’s degree in a pest management discipline (entomology, plant pathology, weed science) or a closely related field is required at the time of appointment. Knowledge of integrated pest management principles and practices, including tactics for prevention, avoidance, monitoring and suppression of pests is essential. Quantitative skills and knowledge of, and experience using, statistical analysis and experimental designs is required.

**Additional Requirements**

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

**Desired Experience**

- Passion and desire to pursue a career in Cooperative Extension and community development
- Experience in building partnerships and with multidisciplinary teams
- Demonstrated ability to effectively plan, manage teams and implement an applied 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 1) key concepts related to pest management in cropping and landscape systems, and 2) 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. The candidate shall conduct and report regular comprehensive needs assessments to identify priority issues or problems relevant to the local clientele groups being served.

**Communication**

Demonstrated excellence in written, oral and interpersonal and information technology communication skills. Public speaking to stakeholders is a routine part of this position.

- Demonstrated ability to share complex information in a manner tailored to the audience.

**Collaboration, Teamwork and Flexibility**

Demonstrated ability to work collaboratively as a team member with industry and other stakeholders. Able to adapt as circumstances warranted.
Integrated Pest Management Advisor

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

**Preferred Qualifications**
Demonstrated quantitative skills and knowledge of, and experience using, statistical analysis and experimental designs is preferred.

**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 California. We are committed to developing and supporting practical, science-based solutions that contribute to 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 San Diego https://cesandiego.ucanr.edu/
- UC ANR in counties: https://ucanr.edu/sites/ucanr/County_Offices/
- 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/
- 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/
- 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/

**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.

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 #21-42)

Closing Date: To assure full consideration, application packets must be received by February 4, 2022 – (open until filled)

Questions?

Contact Alma Jackson; email: ajackson@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.

University of California Cooperative Extension

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.