

## Statewide Director

# Sustainable Agriculture Research & Education Program

### Position Overview

The University of California, Agriculture and Natural Resources (UC ANR), a statewide program with local development and delivery, is seeking an Academic Coordinator III.

(Note: Internal UC ANR candidates are encouraged. Current CE Advisors and CE Specialists may apply and hold their current position or move to AC III with an underlying 0% CE Advisor/Specialist title, assuming they have indefinite status.)

**Location Headquarters:** Davis, California



**Purpose:** The Director is responsible for coordinating and managing the University of California Sustainable Agriculture Research & Education Program (UC SAREP) involving the four key elements of

- Prosperous, Renewable Agriculture
- Healthy, Vibrant and Sustainable Communities
- Diversified & Resilient Supply Chains
- Equity in Farming & Food Systems

To achieve this successfully, the Director will implement these elements:

### *Programmatic Competencies*

- Develop, coordinate and plan statewide programming related to sustainable food and farming systems, as consistent with SAREP's Strategic Plan and ANR's Vision for sustainable agriculture and food systems.
- Maintain scholarly outreach portfolio in sustainable agriculture and food systems topics according to disciplinary expertise.
- Assess needs of multiple constituencies from farmers and ranchers to distributors to institutional or retail buyers, as well as community organizations and government agencies focused on food system policy and sustainability.
- Coordinate evaluation of program outcomes and impacts.
- To the extent possible, the Director should also have their own focus of work. The Director should build a professional portfolio that contributes to the overall SAREP strategic plan and ANR impacts.

### *Leadership*

- Provide vision to inspire and motivate others to grow the UC SAREP umbrella for increased impact in line with the UC SAREP and ANR strategic plans. Explore opportunities to represent the wider body of UC ANR's agricultural work across the State (e.g., small farms, organic agriculture, etc.) considering economic, environmental and social issues. The position will build connections and ties with UC ANR, other UC colleagues and with external partners for long-term support and impact.

- Represent UC ANR and UC SAREP to develop and maintain positive relationships with stakeholders, clientele and supporters (farmers and ranchers of all scales, industry partners, donors, policy makers, elected officials, agencies, other representatives of higher educational institutions, NGOs, etc).

### **Administration**

- **Support and build an effective team.** Oversee human resources and support professional development for all staff.
- **Budget and funding.** The Director will secure and effectively oversee management of resources to grow priorities consistent with the UC SAREP Strategic Plan.
- Understand and uniformly apply UC governmental and other external policies; provide useful and timely feedback to ANR and staff; take timely disciplinary action within UC and state procedures if necessary; and work with staff in advance of deadlines for required records and reports.

**Counties of Responsibility.** This position is focused on work across the state.

**Reporting Relationship:** The Director serves under the administrative and programmatic guidance of the Vice Provost for Strategic Initiatives & Statewide Programs.

## **Qualifications and Skills Required**

### **Required Qualifications**

**Education:** A minimum of a Master's degree in Agriculture, Food Systems or related fields such as agricultural economics, rural sociology, geography, plant/soil sciences, ecology, and environmental sciences, is required at the time of appointment.

### **Additional Requirements**

- Experience in successful Extension programming or community development
- Proven track record in applied, stakeholder-driven agricultural and/or food systems research that addresses critical issues is agricultural and food systems sustainability
- Evidence of ability to set clear goals for themselves and team members,
- Demonstrated ability to effectively plan, manage teams and administer-research and outreach projects,
- Proven track record of significant fundraising (through projects and/or development opportunities),
- Success in building and supporting diverse teams with internal and external stakeholders in an inclusive environment.
- Demonstrated humility and commitment to listening to and prioritizing the education needs of diverse clientele, including socially disadvantaged and often underserved communities as well as unconventional farmers, ranchers, and food systems leaders who are working at the forefront of sustainability innovation. Skills to empower this clientele to define and work towards their own solutions.
- 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.

### **Desired Experience**

- Experience of working across multiple disciplines in whole systems approaches that consider multiple elements of agricultural and food systems as complex coupled human and natural systems.

## Skills Required

To be successful, Academic Administrators require skills in the following:

### Technical Competence and Impact

The candidate should understand key concepts related to nutrition, and food systems and/or ecological resilience and be able to design and assess outreach programs that lead to positive changes and impact within the community and beyond.

### Communication

Demonstrated excellence in written, oral, interpersonal, and virtual communication skills. Public speaking to stakeholders is a routine part of this position. Should be well versed with technological communication.

### Collaboration, Teamwork and Flexibility

Demonstrated ability to work collaboratively as a team member with others in a shared leadership model. Able to adapt as circumstances warrant. Promote diversity, equity and inclusion.

### Lifelong Learning

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

**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/Professional\\_Development/files/355229.pdf](https://ucanr.edu/sites/Professional_Development/files/355229.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 SAREP <https://sarep.ucdavis.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, academics 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_Development/Office_-_Team_Management/Diversity_Equity_Inclusion_Belonging/)
- Affirmative Action: Further to the above, academics 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_Action/)
- The University of California Agriculture and Natural Resources is committed to attracting and retaining a diverse workforce and will honor your experiences, perspectives and unique identity. We encourage applications from members of historically underrepresented racial/ethnic groups, women, individuals

with disabilities, veterans, LGBTQ+ community members, and others who demonstrate the ability to help us create and maintain working and learning environments that are inclusive, equitable and welcoming.

## Salary & Benefits

**Salary:** The beginning salary will be in the Academic Coordinator III series and commensurate with applicable experience and professional qualifications. For information regarding the Academic Coordinator series salary scales, please refer to: <https://www.ucop.edu/academic-personnel-programs/files/2022/july-2021-scales/t36-iii.pdf>

The academic coordinator III position is a three-year renewable term appointment. Performance in this position is evaluated annually with merit actions being evaluated every three years. Upon completion of a successful review, you may be reappointed for another definite term. Our intention with this definite term appointment is to reappoint based on positive performance reviews, the continuing need for the position, and funding availability.

**Benefits:** The University of California offers comprehensive benefits including health insurance, retirement plans, two days per month paid vacation, one day per month paid sick leave, and approximately thirteen paid holidays per year. For more information, refer to the UC Benefits website at: <http://ucnet.universityofcalifornia.edu/>

## How to Apply

If interested in this position, please visit: <https://recruit.ucanr.edu/> and choose “applicants” (refer to position #22-50)

Closing Date: To assure full consideration, application packets must be received by **June 6, 2022** (open until filled).

## Questions?

Contact Tatiana Avoce; 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.

---

### *University of California Cooperative Extension*

---

As a condition of employment, you will be required to comply with the University of California [SARS-CoV-2 \(COVID-19\) Vaccination Program Policy](#). All Covered Individuals under the policy must provide proof of Full Vaccination or, if applicable, submit a request for Exception (based on Medical Exemption, Disability, and/or Religious Objection) or Deferral (based on pregnancy) no later than the applicable deadline. New University of California employees should refer to Appendix F, Section II.C. of the policy for applicable deadlines. (Capitalized terms in this paragraph are defined in the policy.) Federal, state, or local public health directives may impose additional requirements.

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.