Organic Materials Management and Agri-Food System Advisor
Applied Research and Extension
Serving Santa Clara, Alameda, Contra Costa, San Mateo, San Francisco 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. Santa Clara County, California

Purpose. The Organic Materials Management and Agri-Food System Advisor will implement an innovative extension education and applied research program to address issues related to sustainable organic waste management.

The Advisor will improve organic waste management and increase rural and urban agri-food system resiliency through the application and use of recovered organic materials while reducing the impacts of climate change through better organic waste management. Research and extension will address high-priority issues that return nutrients from the organic waste sector back into working landscapes and food system supply chains while improving the resilience and sustainability of Bay Area food and farming systems.

Opportunities include appropriate processing technologies and the optimization of organic waste management including green waste and food waste for agricultural products through the use of byproducts as agricultural soil amendments, livestock feed, and/or horticultural media.

This is an exciting opportunity to do research and provide research-based education to organic waste generators, local policymakers, and end-users. Opportunities abound to build partnerships with regional representatives from cities and counties as well as state agency partners from CalRecycle, CDFA and CalEPA. National and state non-profit organizations collaborators include California Compost Coalition, Association of Compost Producers, and the US Composting Council.
The advisor joins 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 strategically located at the UC ANR Santa Clara office and provide support for Alameda, Contra Costa, San Mateo, San Francisco Counties.

**Reporting Relationship:** The CE Advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) Santa Clara County Director, with input from other relevant County Directors.

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**Qualifications and Skills Required**

**Required Qualifications**

**Education:** A minimum of a Master’s degree in agricultural, plant, crop, soil, or environmental science, environmental engineering, or closely related field is required at the time of appointment.

**Additional Requirements**

- Valid driver's license.
- Expectation to be available to work onsite on any day.
- Knowledge of organic materials management, recovery, processing, and utilization.
- Be able to develop and integrate all aspects of horticulture and crop science to promote sustainability, profitability, food safety, and environmental stewardship.

**Desired Experience**

- Experience in conducting field research in agriculture; planning and implementation of broad, large-scale research and extension programs;
- An understanding of how public policy impacts agricultural management and producer decision-making.
- Passion and desire to pursue a career in Cooperative Extension
- Experience in building partnerships and with multidisciplinary teams
- Demonstrated ability to effectively plan projects, manage teams and implement an applied research and outreach 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 agriculture and waste management in 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 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.

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 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 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/](https://ucanr.edu/sites/Professional_Development/Office_Team_Management/Diversity_Equity_Inclusion_Belonging/)

• Affirmative Action: 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_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 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: [https://ucanr.edu/sites/anrstaff/files/358478.pdf](https://ucanr.edu/sites/anrstaff/files/358478.pdf). If the successful candidate is currently a UCCE Advisor, the candidate will be offered the position without change to the candidate’s current rank, step, salary and/or appointment terms; and if applicable, is eligible to retain indefinite status.

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](https://ucanr.edu/sites/anrstaff/files/118501.pdf)

**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: [https://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html](https://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html)

**How to Apply**

If interested in this position, please visit: [https://recruit.ucanr.edu/](https://recruit.ucanr.edu/) and choose “applicants” (refer to position #22-02)

**Closing Date:** To assure full consideration, application packets must be received by June 8, 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/](https://siss.ucdavis.edu/) as a resource.
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.