

## **Organic Materials Management Area Advisor**

### **Applied Research and Extension**

### **Serving Orange, Los Angeles and San Diego 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:** Orange County, CA (SCREC)

**Purpose.** The Organic Materials Management Area Advisor will implement an innovative extension education and applied research program addressing issues related to the diversion of organic waste from landfills into alternative end markets.

This position offers the opportunity to address a myriad of issues related to green waste management and the safe management of biosolid from sewage treatment facilities. It is envisioned that it will also become more critical to identify methods of disposal and/or uses of both of these organic materials locally, in order to reduce the impact of hauling and subsequent land application hundreds of miles from their original source. There is also a significant need to address the public's adverse response to the use of biosolids as a soil amendment and fertilizer in food production. Scientific research to address these concerns continues to evolve as new potential contaminants emerge, such as pharmaceuticals and perfluorooctane sulfonic acid (PFOS).

This is an exciting opportunity to build a research and extension program around topics such as the use of organic materials as soil amendments, land cover applications of both compost and biosolids, innovative processing technologies, adoption of management practices (behavior changes), identification and management of chemical contaminants in organic wastes, and innovative markets for diverted and processed organic waste products.

Opportunities abound for extension and research partnerships with individual municipalities, counties, and members of the waste management community to bridge the gap between regulations and best available science in waste management. The advisor will also partner with UCCE volunteer programs such as Master Gardeners (focused on compost education), Master Food Preservers, and 4-H Youth Development STEM projects, where appropriate.

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 South Coast Research and Extension Center (SCREC) to mainly serve Orange, Los Angeles, and San Diego Counties.

**Reporting Relationship:** The CE Advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) South Coast REC Director with input from the other relevant county Directors.

## Qualifications and Skills Required

### Required Qualifications

**Education:** A minimum of a Master's degree in soils, environmental science, environmental engineering, or closely related discipline is required at the time of appointment.

### Additional Requirements

- Valid driver's license.
- Expectation to be available to work onsite on any day.



### Desired Experience

- Experience in waste management, methods of statistical analysis, and experience participating in interdisciplinary research is highly desirable
- 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 waste management and alternate end markets 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/](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/](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>. 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>

**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>

## How to Apply

If interested in this position, please visit: <https://recruit.ucanr.edu/> and choose "applicants" (refer to position #22-03)

**Closing Date: To assure full consideration**, application packets must be received by **June 13, 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.

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### *University of California Cooperative Extension*

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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.