

Horticulture and Specialty Crops Advisor

Applied Research and Extension

Serving Humboldt and Del Norte 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: Either the UCCE Del Norte (Crescent City) or Humboldt (Eureka) office, CA

Purpose: The Horticulture and Specialty Crops Advisor will implement an innovative extension, education, and applied research program to address issues related to the North Coast's food system's sustainability, resiliency, marketing, innovation, and competitiveness.

This position offers the opportunity to address a myriad of issues related to diversified farming systems, food security, water quality compliance, soil health, farm stability, climate resilience, pest and disease management, enterprise and market analysis, succession planning, and community food security. Of particular note are the opportunities to explore options with local Native American tribes.



The advisor will provide technical support to the Master Gardener programs and utilize these volunteers to disseminate information to the public and support environmental horticulture needs. This position will integrate ANR's research and extension education efforts across communities to improve the competitiveness, profitability, and resilience of food systems across the region.

Humboldt and Del Norte Counties have numerous vegetable, fruit, and ornamental growers, including 150 certified organic producers (22% of the region's agricultural production). The North Coast has an abundant supply of water, and the region's agricultural value will likely increase in importance with prolonged drought and climate change. North Coast farmers grow a variety of crops sold at farmers' markets, roadside stands, community-supported agricultural programs, grocers, and restaurants. These entrepreneurs are the backbone of local food production, which supports agricultural businesses, provides rural family incomes, sustains economic diversity, and enhances the regional quality of life. The North Coast hosts an internationally important bulb and lily industry as Del Norte County produces 95% of the nation's Easter lily bulbs. The region's young producers, along with socially disadvantaged and underserved Hispanic, Native American, and Hmong agricultural entrepreneurs, seek extension support. This is an exciting opportunity to develop and deliver relevant program content to have meaningful impacts in these local communities and throughout California.

Opportunities abound for extension and research partnerships with a variety of stakeholders and partnerships, including the North Coast Growers Association, Humboldt and Del Norte Farm Bureaus, Tribes (Yurok, Hoopa, Karuk, etc.), Community Alliance of Family Farmers, Humboldt Food Policy Council Natural Resources

Conservation Service, Small Business Development Corporation, and the Klamath-Trinity, Humboldt, and Del Norte Resource Conservation Districts. 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 serve both Humboldt and Del Norte Counties and will be headquartered in either the UCCE Crescent City or Eureka office (successful applicant's choice).

Reporting Relationship: The CE Advisor serves under the administrative guidance of the UCCE County Director of Humboldt and Del Norte Counties.

Qualifications and Skills Required

Required Qualifications

Education: A minimum of a Master's degree in plant science, horticulture, agronomy, crop science, or 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.
- The ability to work with clientele across a wide range of socio-economic classes and ethnicities is essential.



Desired Experience

- Familiarity with multiple cropping systems, organic farming practices, regenerative soil management, integrated pest management, plant pathology/entomology, weed management, and direct market farming.
- 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.
- Demonstrated ability to conduct research projects and contribute to peer-reviewed scientific community.
- Language proficiency in Hmong and/or Spanish.

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 agricultural production 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, interpersonal, and information technology communication skills in English. 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/Divisionwide_Planning/UC_ANR_Public_Values/
- 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/
- 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. ANR is part of UC's Family-Friendly Policies. 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 #22-24)

Closing Date: To assure full consideration, application packets must be received by **July 14, 2022** – (open until filled)

Questions?

Contact Tatiana Avoce email: 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.