

Technology and Innovation for Small Farms Advisor

Applied Research and Extension

Serving Fresno, Tulare, Kings, Madera and Merced 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. UC Kearney Research & Extension Center, Parlier, CA

Purpose. The Technology and Innovation for Small Farms Advisor will implement an innovative program integrating both extension outreach and education and applied research to develop, evaluate and demonstrate new technologies developed and scaled for on-farm production, processing, and marketing to support small-acreage specialty crop production and diversified farms.



Small-scale farms in the San Joaquin Valley counties served by this position produce a large diversity of crops, including but not limited to: 1) diversified farms selling to farmers markets, roadside stands, and other direct marketing venues, 2) specialty Asian vegetables and herbs, 3) small-scale production of mainstream vegetable crops such as squash, peppers, cherry tomatoes, and eggplant for national wholesale markets, 4) locally marketed blueberries, strawberries, and caneberries, and 4) small-acreage orchard crops such as cherries, persimmons, and jujubes. The target clientele for this position also include a large number of socially disadvantaged farmers such as immigrant and refugee farmers, farmworkers transitioning to farm ownership, and urban and peri-urban farmers.

The position will involve

- Improving and adapting on-farm technologies to address key production challenges facing small-acreage and diversified farms
- Developing partnerships for research and development of new technology and farmer training to support regional efforts to enhance local and direct marketing.
- Enhancing regional prosperity through collaborative efforts with regional economic development, academic, industry and government organizations.
- Serving as a regional lead for appropriate agricultural technology supporting the economic viability and resilience of small farms and rural communities.

This position offers the opportunity to focus on appropriately scaled agricultural technology development with applications to address high priority areas including climate smart agriculture, water use efficiency and water conservation, alternatives to pesticides, postharvest processing and value-added product development, direct marketing of produce, and appropriately scaled precision agriculture tools with the goal of supporting broader community development and food system resilience.

This is an exciting opportunity to develop and deliver relevant program content to have meaningful impacts in local communities and throughout California. The Technology and Innovation for Small Farms Advisor will work closely with local and regional UCANR Small Farms Advisors and the Small Farms Network for outreach to grower clientele, extension meetings, and identification of grower needs, as well as with community partner organizations focused on small farm production and economic viability.

Opportunities abound for extension and research partnerships with organizations involved with small-scale and diversified agriculture, historically underserved communities of farmers, community development and environmental justice. The advisor will reach out to UC and CSU system academics and USDA-ARS researchers. 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.

Counties of Responsibility. This position will be headquartered in Fresno County at UC Kearney Research & Extension Center and also serve Tulare, Kings, Madera and Merced Counties.

Reporting Relationship: The CE Advisor serves under the administrative guidance of the Director of the UC ANR Kearney Research & Extension Center with input from the UCCE County Directors in the coverage area.

Qualifications and Skills Required

Required Qualifications

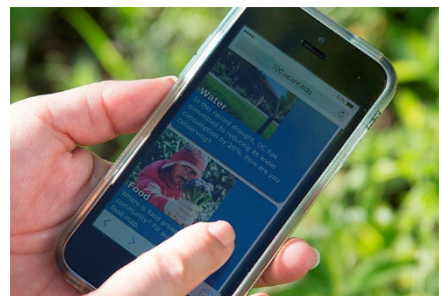
Education: A minimum of a Master's degree in plant science, agricultural engineering, plant physiology, agronomy, plant pathology, entomology, soil science, horticulture, agroecology, or a related field is required at the time of appointment.

Additional Requirements

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

Desired Experience

- Experience working in rural communities and awareness of needs in communities with agriculture-based economies.
- Passion and desire to pursue a career in Cooperative Extension and community development.
- Solid understanding of practical agricultural technology and equipment as applied to small-scale and diversified agricultural systems.
- Familiarity with production issues in specialty crop production and/or diversified agricultural systems.
- Experience in building partnerships and with multidisciplinary teams.
- Demonstrated ability to effectively plan programs, manage teams, and implement an applied research and outreach program, including setting measurable goals and objectives.
- Ability to work with ethnically diverse clientele.
- Ability to evaluate and adapt research and extension efforts based on key needs and challenges of grower clientele.



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 key concepts related to agricultural technology and crop production and/or marketing and be able to design and implement a program that leads to positive changes and impact within the agriculture community and beyond. There is an expectation that advisors evolve and grow across their career and respond to changes in the agricultural 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 targeted 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 at Kearney Ag Research and Extension Center at <https://kare.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: 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, 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 #21-54)

Closing Date: To assure full consideration, application packets must be received by **September 12, 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.

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.