

# **Agronomy and Weed Management Advisor**

## **Applied Research and Extension**

### **Serving Merced, Stanislaus, and San Joaquin Counties, California**

#### **Position Overview**

The University of California, Agriculture and Natural Resources (UC ANR), a statewide program with local development and delivery, has a unique opportunity for a UC Cooperative Extension (UCCE) Advisor.

**Location Headquarters:** UCCE Merced County, CA

**Purpose.** The Agronomy and Weed Advisor will implement an innovative extension education and applied research program to address issues related to sustainably optimizing agronomic cropping systems in Merced, Stanislaus, and San Joaquin Counties.

This position offers the opportunity to address a myriad of issues related to variety evaluation, soil and fertilizer management, irrigation, integrated weed management, pest programs, and crop profitability. Primary crops include irrigated forage and silage crops, cotton, small grains, dry beans, corn, and alfalfa.

This is an exciting opportunity to develop and deliver relevant program content to have meaningful impacts in local communities and throughout California.

Opportunities abound for extension and research partnerships with a variety of stakeholders and partnerships, including commodity boards and agronomic crop organizations as well as the CDFA, CA DPR Pest Management Alliance/IPM program, and the Western IPM and Western SARE grant opportunities. 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 headquartered in the UCCE Merced office, CA and also has activity in Stanislaus and San Joaquin Counties.

**Reporting Relationship:** The CE Advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) County Director of the UCCE Merced County Director with input from the County Directors of Stanislaus and San Joaquin Counties.



## Qualifications and Skills Required

### Required Qualifications

**Education:** A minimum of a Master's degree in plant science, agronomy, pest management, and crop production or related field is required at the time of appointment.

### Additional Requirements

- Valid driver's license.
- Knowledge of weed science
- Expectation to be available to work onsite on any day.
- Technical competency in experimental techniques and experience with extension.
- The ability to work with clientele across a wide range of socio-economic classes and ethnicities is essential.
- The CE Advisor must possess or obtain within one year a Qualified Pesticide Applicator Certificate (QAC) or License (QAL) prior to applying or supervising the application of any pesticide.



### Desired Experience

- 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 agronomy and pest management 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. Spanish language proficiency is desired.

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/Divisionwide\\_Planning/UC\\_ANR\\_Public\\_Values/](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/](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 #22-06)

**Closing Date: To assure full consideration**, application packets must be received by **September 26, 2022** – (open until filled)

## Questions?

Contact Alma Jackson for questions at: email: [ajackson@ucanr.edu](mailto:ajackson@ucanr.edu)

Applicants may wish to explore the UC Davis Services for International Students and Scholars web page at <https://siss.ucdavis.edu> and the [UC ANR Green Card Sponsorship Guidelines & FAQ's](#) for reference.

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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.