4-H Youth Development Advisor
for Community Engagement and Development
Applied Research and Extension
Serving Tulare, Fresno and Kings Counties, California

Position Overview
The University of California, Agriculture and Natural Resources (UC ANR), a statewide program with local development and delivery, is seeking for the following UC Cooperative Extension (UCCE) Advisor.

Location Headquarters: UCCE Tulare County, CA

Purpose. The 4-H Youth Development Advisor for Community Engagement and Development will implement an innovative extension education and applied research program to address issues related to Positive Youth Development.

Using a positive youth development framework for community engagement and development, this position will create opportunities for youth to engage in meaningful civic engagement and community-based leadership experiences to prepare them to be effective public leaders. This position offers the opportunity to address a myriad of issues by creating youth voice and authentic opportunities to solve issues of interest and importance to youth, such as access to built and natural environments, creating welcoming community spaces for youth and environmental justice.

This position is positively situated to integrate ANR's research and extension education efforts across communities to improve youth development across the region.

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

1) Program factors or community strategies that contribute to Positive Youth Development;
2) Outcomes and impacts of a multifaceted youth development program on positive youth development;
3) Efficacy and relevance of the 4-H Thriving Model of Positive Youth Development in California;
4) Effectiveness of using youth as peer educators to initiate community change through youth development programs and learning experiences.

Opportunities abound for extension and research partnerships with a variety of stakeholders and partnerships, including local youth development partners in formal and non-formal education settings, through community service organizations, county government, and with youth-serving agencies. 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 Tulare office, CA and have activity in Fresno and Kings Counties. The position will also provide support to the statewide network of 4-H Youth Development community educators in Community Engagement and Development.

**Reporting Relationship:** The CE Advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) County Director of the UCCE Fresno/Tulare/Kings Counties.

### Qualifications and Skills Required

**Required Qualifications**

**Education:** A minimum of a Master’s degree in an area related to Youth and/or Adult Education (emphasizing Youth Learning theory, Psychology, Out-of-School-Time Programming, Youth and Community Development, or related areas) is required at the time of appointment.

**Additional Requirements**

- Substantial experience and sensitivity to cultural differences relative to working with youth and adults
- The ability to work with clientele across a wide range of socio-economic classes and ethnicities is essential.
- Demonstrated experience in youth community engagement, community organizing, civic engagement or leadership development.
- Demonstrated ability to effectively plan projects, manage teams and implement an applied research and outreach program, including setting measurable goals and objectives
- Demonstrated experience planning, implementing, and evaluating programs that achieve youth development outcomes.
- Valid driver license.
- A background investigation will be required for the successful candidate, including fingerprinting and a criminal history clearance by the Department of Justice and the Federal Bureau of Investigation. This position is subject to the requirements and compliance of the California’s Child Abuse and Neglect Reporting Act (CANRA). Employment within UC ANR is contingent upon securing written acknowledgement to comply with California law.

**Desired Experience**

- Ability to secure and manage extramural funding.
- Passion and desire to pursue a career in Cooperative Extension

**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 youth development 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/
- 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/
- 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/
- California 4-H Youth Development Program: https://4h.ucanr.edu/
- 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 #22-04)

Closing Date: To assure full consideration, application packets must be received by September 30, 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://siiss.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.