

# BIPOC Community Development Advisor

## Applied Research and Extension

### Serving Alameda, Contra Costa, San Mateo and San Francisco Counties, California

#### Position Overview

The University of California, Agriculture and Natural Resources (UC ANR) offers a unique recruitment opportunity for a **UC Cooperative Extension (UCCE) BIPOC Community Development Advisor**. UC ANR operates a statewide network of researchers and educators dedicated to the development and application of knowledge to address local community, agricultural, environmental and health issues. Over 150 UC ANR UCCE advisors conduct applied research, outreach and education from locally based Cooperative Extension offices serving all 58 counties from 70+ locations throughout the state. By working and living among those we serve, UC ANR expands the University of California's reach to engage all people and communities in California, ensuring equal access to the UC system.

**Location Headquarters:** Alameda County, CA, USA

**Purpose.** The Black, Indigenous and People of Color (**BIPOC**) **Community Development Advisor** will implement an innovative extension education and applied research program to build on the social, cultural and economic resources of BIPOC communities and engage with and for them to identify and address issues in the San Francisco Bay Area.

The position will engage BIPOC communities to develop an effective integrated approach in one or several of the following areas: enhancing health equity, promoting healthy lifestyles, increasing civic engagement, and building effective public leaders. The position will work closely with University of California specialists to identify and address issues relevant to BIPOC communities in the San Francisco Bay Area.

This is an exciting opportunity to develop and deliver culturally relevant programs and create meaningful impacts for and with local communities and throughout California.

Opportunities abound for extension and research partnerships with a variety of stakeholders, including organizations involved in community development, urban planning, education, and social justice. The advisor is expected to take an active role in public outreach and develop strong collaborations with key community and other non-governmental organizations. 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 Alameda office, CA and will also have responsibilities in Contra Costa, San Mateo and San Francisco Counties.



**Reporting Relationship:** The CE Advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) County Director of the UCCE Multi-County Director for Alameda, Contra Costa, San Mateo and San Francisco Counties with input from the Statewide Director Community, Nutrition and Health.

## Qualifications and Skills Required

### Required Qualifications

**Education:** A minimum of a Master’s degree in Community Development, Psychology, Sociology, Education, Urban Planning, Economics, Political Science, Youth Development and Family Sciences or related field.

### Additional Requirements

- Valid California driver’s license to fulfill job duties.
- Experience in working or conducting research in Black and Latinx communities.

### 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 the social, cultural and economic strengths of BIPOC communities and the relevant issues they are facing in the San Francisco Bay Area. Demonstrated ability to design and implement an educational and applied research program that leads to positive outcomes and impact within the community and beyond. The ability to work with clientele across a wide range of socio-economic classes and ethnicities is essential. There is an expectation that the advisor will evolve and grow across their career and respond to changes in expressed community needs.

### 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 public and private organizations, community-based organizations, schools and other stakeholders. Awareness and willingness 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.

## 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 programs, including setting measurable goals and objectives.
- Spanish language skills are a plus.

**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/CountyOffices/>
- 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/DivisionwidePlanning/UCANRPublicValues/)
- 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/ProfessionalDevelopment/Office-TeamManagement/DiversityEquityInclusionBelonging/)
- 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/AffirmativeAction/)
- 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 #22-08)

**Closing Date: To assure full consideration**, application packets must be received by **November 15, 2022** – (open until filled)

## Questions?

Contact Alma Jackson 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.