Agroecology
Assistant Cooperative Extension Specialist

Position Overview

Location Headquarters. University of California, Santa Cruz, Santa Cruz, California

Purpose. The CE Agroecology Specialist will focus on carrying out a collaborative, multifaceted research and outreach program to address climate change impacts on ecological functioning of agricultural systems and landscapes.

The Cooperative Extension (CE) Specialist will be a member of the University of California, Santa Cruz (UCSC) Center for Agroecology research team and will develop multi-disciplinary collaborations with other UC and outside researchers to address needs, and should seek out opportunities to bring private-sector partners and other stakeholders into these collaborations.

The CE specialist will be expected to develop an extramurally-funded research and extension education program to address issues and work with local, regional, state and national partners and clientele, as well as with UC colleagues; contribute to core research and extension goals established within ANR; and assist in establishing an innovative multi-disciplinary program in their field of expertise.

This is an exciting opportunity to have meaningful impacts throughout California. Opportunities abound for research and extension partnerships that link consumers and resource professionals with relevant science-based information and promote effective problem-solving. The CE Specialist will also join a team of highly motivated UCCE and UCSC 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 and UCSC systems is nearly limitless.

Reporting Relationship: The CE specialist is academically and administratively responsible to the ANR Associate Vice President with input from the Faculty Director of the UCSC Center for Agroecology and the Chair of the Department of Environmental Studies. UC ANR will oversee the merit and promotion process, consistent with other ANR CE Specialists. The position will be stationed at the Center for Agroecology and in the Environmental Studies Department of the Division of Social Sciences, and will have a wet lab at the UCSC Farm or in the Environmental Studies Department. There is an opportunity for the CE specialist to explore an additional 0% (uncompensated) Adjunct Professor series appointment, reporting academically and administratively to the Department Chair.
Research & Extension

All CE Specialists are expected to develop and implement applied research programs to provide science-based information addressing complex issues such as drought and its interactions with metabolic processes. This position will focus on agroecology and climate adaptation with an emphasis on the ecological functioning of agricultural systems and landscapes.

Research topics will be driven by major needs and could include soil fertility management, soil/water conservation, on-farm carbon sequestration, soil/plant/insect microbiome research, integrated agriculture/aquaculture systems, or biological pest and disease control. Research might also include: the development of no-till organic agricultural systems, understanding traditional, indigenous management practices and/or microbial-plant interactions that enhance on-farm carbon capture and water conservation, or examining how to integrate ecological aquaculture with agroecological farming.

EXTENSION

The CE Specialist's objective will be to foster a collaborative, multidisciplinary, cutting-edge research and extension program involving UCCE Advisors and Specialists as well as the community, local, and state stakeholders across sectors. The CE Specialist will partner with key stakeholders to inform communities and beyond. The Specialist will serve as a resource for UCCE advisors, county agricultural commissioners, pest control associations, government scientists, and regulatory personnel.

Qualifications and Skills Required

Required Qualifications

Education A minimum of a Ph.D. is required (or international equivalent) related to agroecology, agronomy, ecology, entomology, environmental sciences/studies, horticulture, plant pathology, soil science, or related field. Applicants must be within 12 months of completing their degree in order to be considered for the position. Excellent written, oral and interpersonal communication skills are required. A demonstrated ability in applied agricultural research and extension of information is desirable. Experience in securing and managing extramural grants, carrying out field-based research, and publishing multi-disciplinary research is desirable.

Additional Expectations

All UC ANR CE specialists are responsible for performance in the areas of 1) applied research and creative activity, 2) extending knowledge and information, 3) professional competence and activity, and 4) University and public service.

Skills Required

The CE specialist will interact with UC ANR program teams, CE advisors, other CE specialists, and others within the research/extension network and advisory groups to develop, strengthen and expand the delivery of statewide products.

Technical competence

- Conduct and report needs assessments to identify priority issues or problems relevant to the local clientele groups being served.
Asst. CE Specialist Position - Agroecology

- Develop and implement effective UC ANR Cooperative Extension applied research and educational programs to address the identified priority needs of the clientele that are consistent with ANR’s Strategic Vision and ANR initiatives;
- Conduct applied research designed to monitor changes and solve statewide and locally relevant problems related to water quantity and quality in crop production;

**Communication**
- Disseminate appropriate, science-based information to inform clientele, using extension methods that are responsive to clientele needs and appropriate for the audience and situation;
- Maintain and promote UC ANR Cooperative Extension’s credibility by providing science-based knowledge;
- Evaluate programs and report accomplishments, results, and potential or actual impacts to scientific and lay audiences through a variety of outreach methods e.g., peer-reviewed publications, internet, workshops, newsletters.

**Collaboration & Teamwork**
- Interact with their campus academic colleagues, thereby creating synergies that will advance the programmatic goals of both the UC Santa Cruz Center for Agroecology research team, and of UC ANR;
- Interact with UCSC undergraduate students and graduate students in Environmental Studies and other relevant graduate programs via occasional lectures and other academic functions (such as serving on dissertation committees, oral exams, etc.) as appropriate. In accordance with UC Academic Personnel Policy 334, Specialist in Cooperative Extension Series, the teaching of regular undergraduate or graduate courses will not be a primary responsibility of the position;
- Engage in campus faculty meetings, campus faculty committee service, Center for Agroecology staff meetings, and other activities of the UCSC faculty as appropriate.
- Maintain close contact and working relationships with relevant industry groups.

**Lifelong Learning**

Demonstrated commitment to ongoing self-improvement - both professionally and as a person.

**Learn more about Skills and Areas of Programmatic Review** All UC ANR CE specialists are responsible for performance in the areas of 1) applied research and creative activity, 2) extending knowledge and information, 3) professional competence and activity and 4) University and public service (with awareness and impact in relation to Affirmative Action and DEI).

**About UC ANR and UCSC**

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 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.

UCSC is a public university that has earned international distinction for high-impact research and an uncommon commitment to teaching and public service. More than 19,000 students are enrolled at UC Santa Cruz in undergraduate, graduate, and professional degree programs. UC Santa Cruz holds the distinction of being one of only two members of the Association of American Universities (AAU) designated both as a Hispanic Serving Institution (HSI) and an Asian American Native American Pacific Islander Serving Institution (AANAPISI), highlighting our commitment to equitable educational access and research excellence. Members of the UC Santa Cruz campus community share a commitment to use their voices, knowledge and talents to effect real change in the world.
Learn more about

- UC ANR at [https://UCANR.edu](https://UCANR.edu)
- UC Santa Cruz [https://www.ucsc.edu/](https://www.ucsc.edu/)
- Our UC ANR Strategic Initiatives [http://ucanr.edu/sites/StrategicInitiatives/](http://ucanr.edu/sites/StrategicInitiatives/)
- Our UC ANR 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, CE Specialists 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, CE Specialists 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:** Beginning salary will be in the Assistant Cooperative Extension Specialist Series and commensurate with applicable experience and professional qualifications. This is a career-track position, eligible for indefinite status. All provisions of UC Academic Personnel Policy 334, Specialist in Cooperative Extension Series apply. For information regarding the Cooperative Extension Specialist salary scale, please refer to [https://www.ucop.edu/academic-personnel-programs/_files/2022-23/july-2022-salary-scales/t29.pdf](https://www.ucop.edu/academic-personnel-programs/_files/2022-23/july-2022-salary-scales/t29.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](https://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html)

**How to Apply**

If interested in this position, please visit: [https://recruit.ucanr.edu/](https://recruit.ucanr.edu/) and choose “applicants” (refer to position #22-61).

**Closing Date:** To assure full consideration, application packets must be received by **October 12, 2022** (open until filled).

**Interview information:**

A search committee will review all applications, interview candidates, and recommend individuals most suitable for the position.

Approximately 2 to 3 weeks after the submission deadline, applicants with appropriate and applicable education and experience will be invited to participate in a preliminary, remote interview.
The formal interviews (via Zoom or in person) will take place approximately 2 to 3 weeks after the preliminary interviews for those applicants selected to proceed.

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 and the UC ANR Green Card Sponsorship Guidelines & FAQ's for reference.

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.