

## Statewide Director

# Sustainable Agriculture Research & Education Program

### Position Overview

The University of California, Agriculture and Natural Resources (UC ANR), a statewide program with local development and delivery, is seeking an Academic Coordinator III. 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:** Davis, California

**Purpose:** The Director is responsible for coordinating and managing the University of California Sustainable Agriculture Research & Education Program (UC SAREP). UC SAREP is a statewide program within UC Agriculture and Natural Resources that builds networks between researchers and practitioners to improve how we conduct academic research, strengthens local efforts by providing relevant data and data analysis, creates tools for farmers and local food system practitioners, and conducts original research on issues that cut across disciplines and work with stakeholders. The program involves the four key elements:

- Prosperous, Renewable Agriculture
- Healthy, Vibrant and Sustainable Communities
- Diversified & Resilient Supply Chains
- Equity in Farming & Food Systems

### *Programmatic Competencies*

- Develop, coordinate and plan statewide programming related to sustainable farming and food systems, as consistent with SAREP's Strategic Plan and ANR's Vision for sustainable agriculture and food systems.
- Maintain scholarly outreach portfolio in sustainable agriculture and food systems topics according to disciplinary expertise.
- Assess needs of multiple constituencies from farmers and ranchers to distributors to institutional or retail buyers, as well as community organizations and government agencies focused on food system policy and sustainability.
- Coordinate evaluation of program outcomes and impacts.
- To the extent possible, the Director should also have their own focus of work. The Director should build a professional portfolio that contributes to the overall SAREP strategic plan and ANR impacts.

## **Leadership**

- Provide vision to inspire and motivate others to grow the UC SAREP umbrella for increased impact in line with the UC SAREP and ANR strategic plans. Explore opportunities to represent the wider body of UC ANR's agricultural work across the State (e.g., small farms, organic agriculture, etc.) considering economic, environmental and social issues. The position will build connections and ties with UC ANR, other UC colleagues and with external partners for long-term support and impact.
- Represent UC ANR and UC SAREP to develop and maintain positive relationships with stakeholders, clientele and supporters (farmers and ranchers of all scales, industry partners, donors, policy makers, elected officials, agencies, other representatives of higher educational institutions, NGOs, etc).

## **Administration**

- **Support and build an effective team.** Oversee human resources and support professional development for all staff.
- **Budget and funding.** The Director will secure and effectively oversee management of resources to grow priorities consistent with the UC SAREP Strategic Plan.
- Understand and uniformly apply UC governmental and other external policies; provide useful and timely feedback to ANR and staff; take timely disciplinary action within UC and state procedures if necessary; and work with staff in advance of deadlines for required records and reports.

**Counties of Responsibility.** This position is focused on work across the state.

**Reporting Relationship:** The Director serves under the administrative and programmatic guidance of the Associate Vice President.

## **Qualifications and Skills Required**

### **Required Qualifications**

**Education:** A minimum of a Master's degree in agricultural production, food systems or related fields such as agricultural economics, rural sociology, geography, plant/soil sciences, ecology, and environmental sciences, is required at the time of appointment.

### **Additional Requirements**

- Experience in successful Extension programming or community development,
- Proven track record in applied, stakeholder-driven agricultural and/or food systems research that addresses critical issues is agricultural and food systems sustainability
- Evidence of ability to set clear goals for themselves and team members,
- Demonstrated ability to effectively plan, manage teams and administer-research and outreach projects,
- Proven track record of significant fundraising (through projects and/or development opportunities),
- Success in building and supporting diverse teams with internal and external stakeholders in an inclusive environment.
- Demonstrated commitment to listening to and prioritizing the education needs of diverse clientele, including socially disadvantaged and often underserved communities as well as farmers, ranchers, and food systems leaders who are working at the forefront of sustainability innovation. Skills to empower this clientele to define and work towards their own solutions.

## Skills Required

To be successful Academic Coordinators require skills in the following:

### Technical Competence and Impact

The candidate should understand key concepts related to agricultural production, sustainability, and food systems and be able to design and assess outreach programs that lead to positive changes and impact within the community and beyond.

### Communication

Demonstrated excellence in written, oral, interpersonal, and virtual communication skills. Public speaking to stakeholders is a routine part of this position. Should be well versed with technological communication.

### Collaboration, Teamwork and Flexibility

Demonstrated ability to work collaboratively as a team member with others in a shared leadership model. Able to adapt as circumstances warrant. Promote diversity, equity and inclusion.

### Lifelong Learning

Demonstrated commitment to ongoing professional improvement.

## Desired Experience

Experience of working across multiple disciplines in whole systems approaches that consider multiple elements of agricultural and food systems as complex coupled human and natural systems.

**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/Professional\\_Development/files/355229.pdf](https://ucanr.edu/sites/Professional_Development/files/355229.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 SAREP <https://sarep.ucdavis.edu/>
- 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, academics 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, academics 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 Academic Coordinator III series and commensurate with applicable experience and professional qualifications. For information regarding the Academic Coordinator series salary scales, please refer to: <https://www.ucop.edu/academic-personnel-programs/files/2022-23/july-2022-salary-scales/t36-iii.pdf>

The academic coordinator position is a three-year renewable term appointment. Performance in this position is evaluated annually with merit actions being evaluated every three years. Upon completion of a successful review, you may be reappointed for another definite term. Our intention with this definite term appointment is to reappoint based on positive performance reviews, the continuing need for the position, and funding availability.

Internal UC ANR candidates are encouraged to apply. Current CE Advisors and CE Specialists may apply and hold their current position or move to AC III with an underlying 0% CE Advisor/CE Specialist title, assuming they have indefinite status.

**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: <http://ucnet.universityofcalifornia.edu/>

## How to Apply

If interested in this position, please visit: <https://recruit.ucanr.edu/> and choose “applicants” (refer to position #22-50)

Closing Date: To assure full consideration, application packets must be received by **November 28, 2022** (open until filled).

## Questions?

Contact Tatiana Avoce; email: [tavoce@ucanr.edu](mailto:tavoce@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.

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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.