

# Area 4-H Youth Development Advisor

## Applied Research and Extension

### Serving San Diego and Orange 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) Area 4-H Youth Development Advisor**. UC ANR operates a statewide network of researchers and educators dedicated to the development and application of knowledge to address local agricultural, environmental, youth and community health issues. Over 150 UCCE advisors conduct research, outreach and education from locally based CE 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:** The local headquarters for this position is UCCE San Diego County, 9335 Hazard Way #201, San Diego, CA 92123

**Purpose.** The Area 4-H Youth Development Advisor is responsible for the assessment, development, implementation, evaluation, and extension of the UCCE 4-H Youth Development educational and applied research programs in San Diego and Orange Counties. The Advisor focus will be on delivery of a statewide 4-H Youth Development Program at the local level that helps youth in achieving their fullest potential. The Advisor is expected to develop applied research and extension program framed for positive youth development with an emphasis on engaging youth in science, technology, engineering, and math (STEM) programs that are culturally relevant to strengthen youth scientific literacy. The clientele for this position will include the youth, adult volunteer educators, and staff from expanded learning/afterschool youth organizations. The 4-H Youth Development advisor will;

- be responsible for creating new and innovative STEM education programs and curricula that integrate culturally relevant and indigenous STEM practices to reach out to Black, Indigenous, Latino, and youth living in poverty.
- disseminate research-based information to expanded learning (out-of-school time) science educators through professional development to enhance their knowledge and skills in facilitating STEM education to youth.



- partner with out-of-school time and expanded learning educational settings in the delivery of high-quality, hands-on inquiry 4-H programs.
- participate in community networks and coalitions that promote education, science literacy, coordination of resources and policy development around positive youth development.



This position will be expected to collaborate with community youth serving agencies, including Orange County STEM Initiative (and Imagine Science), Boys and Girls Clubs, YMCA, Girls, Inc., and local school district after-school science programs. The Advisor will also continue to support a strong youth development partnership with the Navy youth services in San Diego County.

**Counties of Responsibility.** This position will be headquartered at UCCE San Diego office, and also serves Orange County.

**Reporting Relationship:** The CE Advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) County Director of the UCCE San Diego with input from the County Director for Orange County and the Statewide Director for 4-H Youth Development.

## Qualifications and Skills Required

### Required Qualifications

**Education:** A minimum of a master’s degree is required in youth/child development, human development, education or science education, or a related field. Experience in conducting applied research, program evaluation and education programs with youth are required. Experience working with Latino, Black, indigenous, and youth of color is desirable.

### Additional Requirements

- Ability and means to travel on a flexible schedule as needed, proof of liability and property damage insurance on vehicle used is required. Must possess valid California Driver's License to drive a County or University vehicle.
- The ability to work with clientele across a wide range of socio-economic classes and ethnicities is essential.
- 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.

### Skills Required

To be successful, the CE Advisor requires skills in the following area:

#### (1) **Technical Competence and Impact:**

Experience working with Latino, Black, indigenous, and youth of color is desirable. Strong leadership skills and experience in program and personnel management are required.

(2) **Communication**

Demonstrated excellence in written, oral, and interpersonal and information technology communication skills. Public speaking to stakeholders and clientele is a routine part of this position. Demonstrated ability to share complex information in a manner tailored to the audience.

(3) **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.

(4) **Lifelong Learning**

Demonstrated commitment to ongoing professional improvement. Ability to shift program focus as times and organizational needs change.

**To learn more about Skills and Areas of Programmatic Review** (including Professional Competence, University and Public Service and Affirmative Action and DEI) access the link at: <https://ucanr.edu/sites/anrstaff/files/319460.pdf>

## Additional Desired Experiences

- Passion and desire to pursue a career in Youth Development with Cooperative Extension
- Experience in education and outreach
- 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
- Spanish language skills are a plus

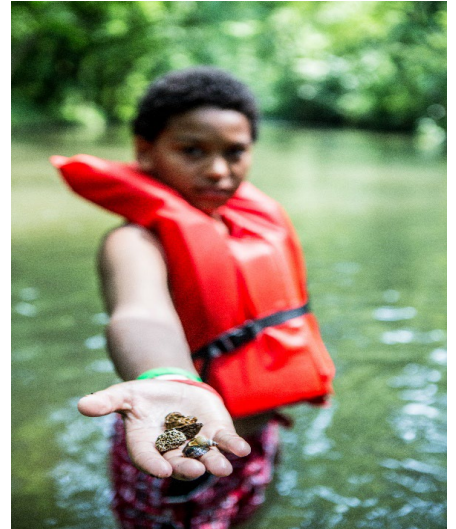
## About UC ANR

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 salary range for this Cooperative Extension Advisor position is Assistant Rank, Step I (\$71,200) to Step VI (\$94,000). Step placement in the advisor series is based on 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 paid holidays. This position is eligible for sabbatical leave privileges as per the terms of the University policy. 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 #22-05)

**Closing Date: To assure full consideration**, application packets must be received by **January 29, 2023** – (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> 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.