

4-H Animal Science Youth Advisor

Applied Research and Extension

Serving San Benito, Monterey, and Santa Cruz 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) 4-H Animal Science Youth 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: Hollister, CA in San Benito County

Purpose. The 4-H Animal Science Youth 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 Benito, Monterey, and Santa Cruz Counties. The Advisor focus will be on delivery of a statewide 4-H Youth Development Program at the local level that helps youth reach their full potential.

The Advisor is expected to develop an extension and applied research program in agricultural science, with an emphasis in livestock that is framed in positive youth development. The Advisor will work with a network of 4-H youth, volunteers, staff, community partners and academics to bridge youth agricultural science programming, research, and practice throughout all delivery modes. These efforts will emphasize inclusive programming by ensuring that 4-H programs, curricula, and experiences meet the need of underserved youth in the region.



The Advisor will be responsible for creating new and innovative approaches to strengthen and expand the 4-H experience. This will be done through multiple program deliveries (i.e., 4-H clubs, camp, and after-school programs) by developing and cultivating partnerships to provide agricultural science education experiences to new audiences in the region. The Advisor will disseminate research-based information to community partners (volunteers, youth development professionals, educators) through a robust extension program aimed to providing professional development to enhance knowledge and skills in delivering agricultural science



education to youth. The Advisor will partner with out-of-school time professionals to provide high-quality, hands-on inquiry based 4-H curricula to strengthen agriculture science education. The Advisor will participate in community networks and coalitions that promote education, agricultural science literacy, the coordination of resources, and the framing and interpreting of youth development policy. Clientele will include youth, parents, adult volunteers, and other youth development professionals and practitioners.

Applied research activities will focus on improving animal agricultural science literacy and career development in agricultural sectors through the development of programs and curricula for youth. The Advisor will develop applied research projects, in partnership with the Science Literacy Program Team, Science Education Workgroup, 4-H STEM Education Advisory Committee and 4-H animal Science Advisory Committee. In support of the Healthy, Families and Communities Strategic Plan, the Advisor will: (1) explore and extend reform-based professional development models for agricultural science educators, (2) identify promising and/or evidence-based practices for facilitating agricultural science for unserved youth, and (3) study the impacts of youth engagement in agricultural science and propensity to pursue agricultural related careers. Furthermore, the Advisor will develop and/or adapt agricultural science curricula that support ethnic and racial identity development, leadership, and program quality. Research results will be published in such outlets as *Journal of Extension*, *Journal of Youth Development*, *California Agriculture*, and shared with the California Association of Agricultural Science Educators, National Association of Extension 4-H Youth Development Professionals, and National Association for Research on Science Teaching.

Counties of Responsibility. This position will be headquartered at the UCCE office in Hollister, CA San Benito County and will serve Monterey and Santa Cruz counties.

Reporting Relationship: The CE Advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) headquarter County Director with input from cross-county County Directors 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, agriculture education, animal science, agronomy, or a related field.

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
- Experience in conducting applied research, program evaluation, and education programs with youth
- Strong leadership skills and experience in program and personnel management





- 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:

Technical Competence and Impact:

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

Communication

Demonstrated excellence in written, oral, 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.

Collaboration, Teamwork and Flexibility:

Expected to collaborate with youth serving agencies and programs and participate in community events.

Demonstrated ability to work collaboratively as a team member with educational and youth development professionals 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 professional improvement. Ability to shift program focus as priorities 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 working with underserved youth
- Strong leadership skills and experience in program and personnel management
- 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

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/>
- 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 #22-47)

Closing Date: To assure full consideration, application packets must be received **by March 17, 2023** (open until filled)

Questions?

Contact Mikyla Perez – mikperez@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.