

Restoration Ecology and Weed Science Area Advisor

Applied Research and Extension

Serving Kern, Tulare, and Kings 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) Restoration Ecology and Weed Science Area Advisor**.

UC ANR operates a statewide network of researchers and educators dedicated to the development and application of knowledge to address local agricultural, environmental and health issues. Over 150 UC ANR 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: UCCE Kern County, Bakersfield, California

Purpose. The Restoration Ecology and Weed Science Area Advisor will provide regional leadership in ecological restoration and weed management in fallowed, retired and abandoned agricultural lands, and natural areas. The advisor will implement an innovative extension education and applied research program to address these issues in Kern, Tulare, and Kings counties.

The Advisor's research and extension program will focus on land being removed from production either temporarily or permanently. Weed Science expertise for field and permanent crops will be an additional area of focus for the position.

Extension and education emphasis will be on development and implementation of sustainable and innovative weed management and restoration practices across California's Southern San Joaquin Valley to protect and improve multiple ecosystem services. The Advisor will cooperate with CE Advisors and Specialists to develop an innovative regional outreach program linking landscape restoration, invasive weed management, and corresponding ecosystem services. The candidate will extend results through demonstration, outreach, networking, and communication activities.

The major research activities of this Advisor will focus on the intersection of invasive weed management and the conservation and restoration of fallow land into rangelands and natural areas. Because weeds are both a symptom and cause of degraded landscapes, successful conservation and restoration of these landscapes requires a multidisciplinary understanding of both the weedy and desired species, as well as the management practices and goals of the land managers. Specific research could focus on the biology, ecology, and management of weeds and on the restoration practices, materials or site-specific management options that lead to success or failure in restoration efforts. Secondly, weed management continues to be a significant challenge for

agricultural producers in the southern San Joaquin Valley. Research on weed management in active cropping systems will complement the work in fallow lands. The Advisor's research program will be coordinated with both campus-based faculty and county-based CE Advisors. Publication outlets for this type of research include UC ANR online and print publications, and scientific journals focused on invasive plants or ecological restoration.

There are opportunities for extension and research partnerships with a variety of stakeholders and partnerships, including USDA-NRCS, CDFA, CA Resource Conservation Districts, CA Department of Water Resources, CA Natural Resource Agency and local agencies, land managers, non-governmental organizations, local landowners, commodity boards, and PCAs. 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 Kern County office, Bakersfield, CA and also serve Tulare and Kings Counties.

Reporting Relationship: The CE Advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) Kern County Director with input from the County Director of Tulare and Kings Counties.

Qualifications and Skills Required

Required Qualifications

Education: A minimum of a Master's degree in Restoration Ecology, Weed Science or a closely related field and applied research experience will be required at time of appointment.

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.
- This position will require an extensive understanding of weed science principles and weed management strategies.
- Technical competency in experimental techniques and experience with extension.
- The ability to work with clientele across a wide range of socio-economic classes and ethnicities is essential.
- The CE Advisor must possess or obtain within one year a Qualified Pesticide Applicator Certificate (QAC) or License (QAL) prior to applying or supervising the application of any pesticide.



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 weed science and weed management and knowledge of restoration ecology to be able to design and implement a program that leads to positive changes and impact within the community and beyond. There is an expectation that advisors evolve and grow across their career and respond to changes in the industry and by clientele.

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 industry 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 self-improvement. Ability to shift program focus as times and organizational needs change.

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>

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 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/](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 #22-36)

Closing Date: To assure full consideration, application packets must be received by **April 27, 2023** – (open until filled)

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/> as a resource.

University of California Cooperative Extension

As a condition of employment, you will be required to comply with the University of California [Policy on Vaccination Programs - With Updated Interim Amendments](#). All Covered Individuals under the policy must provide proof of receiving the COVID-19 Vaccine Primary Series or, if applicable, submit a request for Exception (based on Medical Exemption, Disability, Religious Objection, and/or Deferral based on pregnancy or recent COVID-19 diagnosis and/or treatment) no later than the applicable deadline. All Covered Individuals must also provide proof of receiving the most recent CDC-recommended COVID-19 booster or properly decline such booster no later than the applicable deadline. New University of California employees should refer to [Exhibit 2](#), Section II.C. of the [SARS-CoV-2 \(COVID-19\) Vaccination Program Attachment](#) for applicable deadlines. All Covered Individuals must also provide proof of being Up-To-Date on

seasonal influenza vaccination or properly decline such vaccination no later than the applicable deadline. Please refer to the [Seasonal Influenza Vaccination Program Attachment](#). (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.