

# Regenerative Agriculture Advisor

## Applied Research and Extension

### Serving Mariposa, Merced, and Stanislaus 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) Regenerative Agriculture 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 Mariposa County, Mariposa, CA

**Purpose.** The Regenerative Agriculture Advisor will implement an innovative extension education and applied research program to address issues related to sustainable agricultural systems in the three-county area of Mariposa, Merced and Stanislaus counties.

The advisor will develop science-based information and farming practices that support a more holistic systems-based approach to commercial and small-scale agriculture production in organic or conventional annual crops, tree crops, and livestock production systems. The advisor will also promote integrated approaches to production by testing regenerative agriculture practices that increase climate resilience and ecosystem sustainability – improving soil health, species diversity, beneficial and pollinator insect populations, and carbon sequestration etc., while reducing the use of chemical and fertilizer inputs.

The extension education program will focus on sharing proven innovative practices that promote sustainability and improve farm productivity and economic returns. The Advisor will extend researched based information through demonstrations, workshops, newsletters/website, and clientele meetings.

Applied research will be strongly based on identified needs, issues, and concerns, since this will be a new area of focus. A robust needs assessment will be critical to identify issues and priority areas as well as identify new collaborators. Research topics could include no- or minimum till, best cover crops, viable integrated cropping practices, mixed farming practices, and best transitional strategies to regenerative agriculture. Collaborative



research activities may include food safety, equipment evaluation built for integrated farming practices, and irrigation and water efficiency. Cost benefit and environmental analysis will be very critical to better understand how these practices compare to monoculture systems.

This is an exciting opportunity to develop and deliver relevant program content to have meaningful impacts in local communities and throughout California.

There are opportunities for extension and research partnerships with a variety of stakeholders and partnerships, including crop commodity boards, Cattleman's Association, NRCS, local RCD, UC Merced, CSU Chico's Center for Regenerative Agriculture and Resilient Systems, CSU Fresno, local Water Districts, State Department Agencies, and agencies that promote keeping small farmers on the land.

This Advisor will Network with UC ANR academics in numerous areas including but not limited to Commodity Crop, Livestock and Natural Resources, Integrated Pest Management (UC IPM), Sustainable Agriculture, and Research and Extension Program (SAREP).



**Counties of Responsibility.** This position will be headquartered in the UCCE Mariposa County Office, with cross-county responsibility in Merced and Stanislaus Counties.

**Reporting Relationship:** The CE Advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) Mariposa County Director with input from the County Directors for Merced and Stanislaus counties.

## Qualifications and Skills Required

### Required Qualifications

**Education:** A minimum of a Master's degree in agricultural sciences, agronomy, sustainable agriculture, sustainable farming systems, integrated farming systems, soil science, or related field is 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.
- The ability to work with clientele across a wide range of socio-economic classes and ethnicities is essential.
- Must be an innovator, visionary, and self-starter to pave the way for new approaches to agricultural production and the extension of research-based information to clientele.
- 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.
- This is not a remote position. The candidate must be available to work onsite.

### 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 agricultural science, sustainable agricultural farming systems, and 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 professional 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

- Experience working in organic or conventional mixed farming systems or integrated crop-livestock farming systems, and multiple cropping systems.
- Passion and desire to pursue a career in Cooperative Extension.
- Experience in education and outreach.
- Experience in building partnerships and with multidisciplinary teams.
- Demonstrated ability to effectively plan projects 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/](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%20Planning/UC%20ANR%20Public%20Values/)
- 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%20Development/Office%20-%20Team%20Management/Diversity%20Equity%20Inclusion%20Belonging/)
- 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%20Action/)
- 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 #22-35).

## Closing Date:

To assure full consideration, complete application packets must be received by **May 30, 2023** (open until filled).

## Questions?

Contact Alma Jackson; email: [ajackson@ucanr.edu](mailto:ajackson@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 [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.