4-H Youth Development Program
Access, Equity, and Belonging Academic Coordinator II
Serving California Statewide

Position Overview

The University of California, Agriculture and Natural Resources (UC ANR) offers a unique recruitment opportunity for a 4-H Youth Development Program, Access, Equity, and Belonging Academic Coordinator. UC ANR operates a statewide network of researchers and educators dedicated to the development and application of knowledge to address local agricultural, environmental and issues impacting healthy families and communities. 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. Our mission is to bring the University of California directly to Californians through research, extension and education programs that support:

- Sustainable, safe, and nutritious food production and delivery
- Economic success in a global economy
- A sustainable, healthy, and productive environment
- Science literacy and youth development

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. State 4-H Office, UC ANR Office, Davis, CA.

Purpose. The Academic Coordinator (ACII) will provide leadership and support to 4-H professionals throughout the state to increase the engagement and participation of unserved and underserved youth and adult audiences in all delivery modes of the 4-H Youth Development Program.

As such, the Academic Coordinator will:

- Develop systems and resources to build the capacity of 4-H professionals to increase 4-H youth membership and adult volunteerism among the Latino/Latina and all unserved and underserved communities.
- Develop tools and resources (e.g., curricula) and provide training to empower 4-H professionals to address the needs and interests of unserved and underserved youth and families and to expand and diversify their 4-H Youth Development Programs.
- Identify priority issues and inform on best practices to better reach unrepresented youth, families, and communities in California.
- Design and implement strategies to improve staff and volunteers’ skills to enhance inclusiveness and intercultural competence.
- Collaborate in acquiring funding for extension and/or creative activity.
- Deploy resources and expand current programming to additional regions of the state.
**Geographic Assignment and Clientele.** This position will be headquartered in Davis at the State 4-H Office and will serve all 58 counties in California in partnership with UC ANR Specialists (1), 4-H Youth Development Advisors (14) and 40+ 4-H Community Education Specialists to develop program systems, resources, and capacity. This activity will support our 60,000 youth members and 10,000 adult volunteers in reaching access, equity, and belonging excellence.

**Relationships:** The Academic Coordinator is responsible administratively to the California 4-H State Director. Collaborate with 4-H Youth Development Program and Youth Family and Communities Advisors, UC ANR Vice Provost of Academic Personnel, Associate Vice-President, and Vice-President.

**Qualifications and Skills Required**

**Required Qualifications**

**Education:** Minimum of a Master's Degree in disciplines such as Youth or Human Development, Child Development, Education, Youth Studies, Ethnic Studies, or a closely related field is required at the time of appointment.

**Additional Requirements**

- Substantial experience and sensitivity to cultural differences in working with youth
- Demonstrated effectiveness in building on the collective strengths of culturally diverse youth and adults, including adult volunteers
- Expertise in independently and collaboratively developing reports, one-pagers, briefs, and presentations
- Strong leadership skills and experience in program and personnel management
- Demonstrated bi or multi-cultural abilities and/or skills
- Excellent written, oral, and interpersonal skills in English and Spanish
- 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 is not a remote position. The candidate must be available to work onsite.
- 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 AC requires skills in the following area:

**Technical Competence and Impact**

The candidate should have demonstrated experience working effectively with youth of color, particularly Hispanic/Latino youth, their families, and communities. Demonstrated experience planning, implementing, and evaluating programs that achieve youth development outcomes.

**Communication**

Demonstrated excellence in written, oral, and interpersonal and information technology communication skills. Public speaking to diverse 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 families, volunteers, youth leaders, community collaborators, academics and programmatic staff 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/Professional_Development/files/355229.pdf](https://ucanr.edu/sites/Professional_Development/files/355229.pdf)

**Desired Experience**

- Ability to secure and manage extramural funding.
- Passion and desire to pursue a career in Cooperative Extension.
- Ability to prepare and deliver communications to policymakers, funders, and other external stakeholders.
- Experience communicating technical information to culturally diverse audiences.
- Experience in building partnerships and working with multidisciplinary teams.
- Demonstrated ability to effectively plan projects, manage teams and assist in implementing outreach programs, including setting measurable goals and objectives.
- Experience working effectively with youth of color, particularly Hispanic/Latino youth, their families, and communities.
- Demonstrated experience planning, implementing, and evaluating programs that achieve youth development outcomes.
- Experience working collaboratively with a wide variety of stakeholders and developing productive partnerships.

**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](https://UCANR.edu)
- UC ANR State 4-H Youth Development Program [https://4h.ucanr.edu/](https://4h.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/](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. Learn more of UC ANR’s DEI: https://ucanr.edu/sites/Professional_Development/Office_-_Team_Management/Diversity_Equity_Inclusion_Belonging/

Affirmative: Further to the above academics are expected to share and exhibit UC ANR’s commitment to affirmative action. Learn more of UC ANR’s 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 will be in the Academic Coordinator II series. The salary range for this position will not exceed Step 1 ($74,896 annually) of the Academic Coordinator II, Fiscal Year Salary Table. 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-ii.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 holidays. 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 #22-55)

Closing Date: To assure full consideration, application packets must be received by July 5, 2023 (open until filled)

Questions?

Contact Alma Jackson; 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.

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.