Assistant/Associate Specialist
For Dairy Production & Management
UCCE Stanislaus

Position Overview

Location Headquarters: Stanislaus County, Modesto, California

The University of California, Agriculture and Natural Resources (UC ANR) offers a unique recruitment opportunity for a Dairy Assistant/Associate Specialist for Dairy Production and Management. UC ANR operates a statewide network of researchers, educators and support staff dedicated to the development and application of knowledge to address local agricultural, environmental and (community) health issues. Research, outreach and education from locally based Cooperative Extension offices serves all 58 counties from 70+ locations throughout the state. Our mission is to bring the power of 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.

Purpose:

The Assistant/Associate Specialist for Dairy Production, Management and Sustainability (1.0 FTE) will assist in all phases of applied dairy research and extension efforts in the northern San Joaquin Valley. The position will be headquartered at the University of California Cooperative Extension (UCCE) Stanislaus County office in Modesto, CA and will be additionally responsible for conducting research and extension activities throughout the San Joaquin Valley. The candidate will also have opportunities to participate other statewide collaborative project activities.

The Assistant/Associate Specialist will provide independent support of research and extension programming by designing, conducting, and communicating results from applied research projects in dairy sustainability. The work emphasis is production area water and energy use, and nutrient management and conservation on associated farmland. Specific activities will include all aspects of carrying out existing projects, including assisting in design and selection of appropriate methods and techniques, summarizing and analyzing data, draft reports, extension documents, etc. The candidate will also have opportunities to work collaboratively with other Dairy Farm Advisors, CE Specialists and industry.

The position will perform a key role research activities. The Specialist will leverage expertise in research data collection and summarization, as well as formal statistical analysis, to assist the supervisor/PI in organizing extension and field meetings, conference calls, and other professional activities.
Assistant/Associate Specialist

**Reporting Relationship:** The Assistant Specialist is administratively responsible to the Dairy Farm Advisor at UCCE Stanislaus County.

**Required Qualifications and Skills**

**Required Qualifications**

**Education:** A master's degree or other advanced degrees in disciplines such as Dairy Science, Animal Science, Soil Science or Crop Science, Agroecology, Biology or Biological and Agricultural Engineering or a closely related field is required by the appointment start date.

- Experience in data analysis using statistical software tools such as R and SAS;
- 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.

**Additional Qualifications:**
- Must possess a strong foundation in dairy science and/or use of nutrients on agronomic crops associated with dairy production.
- Diverse understanding of dairy facility management.
- Strong quantitative skills.
- Ability to work outside normal business hours.
- Ability to work long days when necessary.
- Ability to lift 40 lbs. to shoulder height.

**Desired Qualifications:**
- Experience in western style dairy production and management and/or use of nutrients on agronomic crops associated with dairy production.
- Working knowledge of statistical analytical packages to perform temporal analyses and compare different management schemes.
- Experience leading diverse groups of individuals in varied projects.
- Experience in executing grant objectives and providing deliverables.

**Skills Required:** To be successful, the Assistant Specialist requires skills in the following areas:

**Technical Competence and Impact**
- Interact with collaborating scientists to achieve project objectives.
- Collect and analyze data for agency reporting and journal publications
- Participate in extension education and outreach activities.

**Communication**
- Demonstrated excellence in written, oral, interpersonal and information technology communication skills.
- Skills to communicate and extend technical information to diverse audiences are required.
- Ability to give presentations at seminars and continuing education functions.
Assistant/Associate Specialist

Collaboration, Teamwork and Flexibility
- Demonstrated ability to work collaboratively as a team member with others.
- Able to adapt as circumstances warranted.
- Promote diversity, equity and inclusion.

Lifelong Learning
- Demonstrated commitment to ongoing self-improvement - both professionally and as a person.

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 the California. We are committed to developing and supporting 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
- UCCE Stanislaus at http://cestanislaus.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, Specialists 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, all UC ANR academics 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 will be in the Assistant Specialist Rank, from Step 1 - $56,600 to Step 3 - $63,000 annually, or Associate Specialist Rank, Step 1 - $67,400. Rank/step placement in this series is based on experience. For information regarding the Specialist series salary scales, please refer to https://www.ucop.edu/academic-personnel-programs/files/2022-23/july-2022-salary-scales/t24-b.pdf This is a represented position.

The Assistant Specialist position is a non-career track position. The position is a one-year term appointment with a merit cycle every two years. The performance in the position will be evaluated annually. The position will be extended based on the continued need for the position, performance and availability of funding.

**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
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How to Apply

If interested in this position, please visit: https://recruit.ucanr.edu/ and choose “applicants” (refer to position #23-04)

Closing Date: To assure full consideration, application packets must be received by **June 23, 2023** (open until filled).

Questions?

Contact Tatiana Avoce; email: tavoce@ucanr.edu

Please note that successful applicants are responsible for ensuring their eligibility to work in the United States (i.e. citizen or national of the United States, a lawful permanent resident, a foreign national authorized to work in the United States without need of employer sponsorship) for the duration of the appointment period.

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.