

Fire Advisor

Applied Research and Extension

Serving Humboldt and Del Norte 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) Fire 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. 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: Humboldt County, Eureka, CA or Del Norte County, Crescent City, CA.

Purpose: The Area Fire Advisor will implement an innovative extension education and applied problem-solving research program to help address California's wildfire challenges. The intent of the position is to develop science-based research to help bolster ecosystem adaptation and resiliency to wildfire while reducing California's social and ecological vulnerability to wildfire. The advisor will provide information and a point of connection for landowners, agencies, local governments and community organizations and members to work together toward fire resilience.

Important issues to be addressed by this position include providing relevant information and coordination to local communities and land managers to build capacity and reduce the risk of catastrophic wildfire; help develop strategies and provide hands-on training related to effective vegetation and fuels management; engage partners to reduce risk and increase preparedness at the wildland-community interface; collaboratively develop fire resilience strategies that provide ecological benefits and cultural resources restoration while reducing fire risk and economic loss; and networking to increase capacity for fire resilience efforts.

The academic is expected to implement a range of extension activities to address local needs, including workshops, seminars, field days, short courses, newsletters, and lay publications, in coordination with local public agencies. Applied research and creative activity are expected to be aligned with the position description and determined by clientele needs, and include collaboration on projects, securing grant funding from public agencies, private foundations, and commodity groups, and publications in relevant topical journals. The advisor further is expected to show professional competence such as presenting at local or regional meetings of professionals, service providers, or other industry partners, and University and public service.

The position will be part of the UC ANR Fire Network that will provide critical regional capacity, coordination, and science-based momentum for an accelerated approach to California's fire problems. As such, the advisor's work will also connect with other UCANR fire advisors, forest and rangeland advisors, UC campus-based specialists and faculty, and with the UC ANR volunteer networks (e.g., UC Master Gardener, UC Master Naturalist, and UC 4-H). Through collaboration the advisor will conduct applied research and extension that will inform fire management and policy efforts in Humboldt and Del Norte counties with potential application throughout California.

This is an exciting opportunity to have meaningful impacts in local communities, the North Coast, and throughout California. Opportunities abound for research and extension partnerships that link clients and resource professionals across multiple sectors with relevant science-based information and promote effective problem solving. The advisor will join 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 Humboldt County and shall also conduct extension education and applied research programs in Del Norte County.

Reporting Relationship: The CE Advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) County Director for Humboldt and Del Norte Counties. The advisor will also work closely with UCANR Fire Network leadership.



Qualifications and Skills Required

Required Qualifications

Education: A minimum of a master's degree in a natural resources field with experience in either the social or ecological aspects of fire science and management is required at the time of appointment.

Additional Requirements

- Experience in successful education and outreach programming.
- Demonstrated ability to effectively plan, coordinate, and implement an applied research program, including setting measurable goals and objectives.

- Passion and desire to pursue a career in Extension and natural resources management.
- Experience in fire-related research, and field- and survey-based research skills and participatory research methods is helpful.
- This is not a remote position. The candidate must be available to work onsite.
- 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 advisor may be required or encouraged to become a California Certified Rangeland Manager (CRM), Registered Professional Forester (RPF), or State-Certified Burn Boss (CARX) depending on the focus of the advisor's program (as per state regulations).



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 1) key concepts related to natural resource management and fire ecology and 2) 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 other academics, industry, and other stakeholders. Able to adapt as circumstances warranted.

Aware of and willing to actively promote diversity, equity, inclusion, and justice.

Preferred Qualifications

Demonstrated ability in applied rangeland, forest, or fire research and extension is preferred.



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

- Experience of working across multi-sector partnerships, including community stakeholders and land management agencies.
- Knowledge of North Coast vegetation types, and experience working in remote landscapes and natural resource-based economies is highly desirable.
- Experience in wildland management, wildfire response, prescribed fire, home hardening and infrastructure protection is desirable.

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 Fire site <https://ucanr.edu/sites/fire/>
- 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>.

The Assistant CE Advisor position is a renewable definite term appointment (up to 4 years total) with a merit cycle every two years. The performance in the position will be evaluated annually. Continuation

beyond the initial four years is contingent upon performance, a review of continuing need and the 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 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 #23-07)

Closing Date: To assure full consideration, application packets must be received by **July 25, 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.