

Environmental Horticulture Area Advisor

Applied Research and Extension

Serving Tulare, Fresno, Madera, 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) Environmental Horticulture 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. 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: Tulare County, Tulare, CA

Purpose. The Environmental Horticulture Area Advisor will develop and extend research-based information on proper selection, placement, and care of trees and other landscape plants to mitigate impacts of climate change and enhance community health and quality of life in urban environments in Tulare, Fresno, Madera, and Kings Counties.

A focus of the position is to identify drought-, heat-, pest-, and fire-resistant landscape plants suitable for residential, public, and commercial environments that cool urban heat islands and bridge disparities in low-wealth, low tree canopy communities. Strategies that enhance habitat and pollinator populations; ecosystem biodiversity; abatement of air and water pollutants; carbon sequestration; erosion control; and other critical ecosystem services in urban environments are also a key focus.

The Environmental Horticulture Advisor will develop and extend research-based information using a range of communication options to meet the needs of diverse audiences. The Advisor will develop and extend horticultural education to the “green industry” through direct education at seminars, workshops, and field days as well as through partnerships and collaborations with non-profit agencies and organizations. The Advisor will also provide oversight of the Master Gardener programs in Tulare, Fresno, and Kings counties. As an academic with a [UC Master Gardener Program](#) appointment, you'll have the opportunity to support the program, working alongside a team of dedicated volunteers, staff, and fellow academics. Your academic support may include aligning program activities with local horticulture needs, providing training, and reviewing UC Master Gardener volunteer outputs for academic accuracy.

Key areas of the applied research program include identification of drought-, heat-, pest-, and fire-resistant landscape plants; determining minimum irrigation needs of climatic-adapted landscape plants that conserve water while optimizing ecosystem services they provide; and, developing new technologies for green waste reduction, recycling, and management.



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

Opportunities abound for extension and research partnerships with a variety of stakeholders and partnerships, including Other University systems (Cal Poly and Cal State), state and local water districts and boards, resource conservation districts, city and county government personnel (planners, parks directors, urban foresters, landscape architects, community development directors), professional ‘green industry’ groups (CAPCA, PAPA, etc.), resource conservation districts, US Forest Service, and UCCE Master Gardener (MG) Programs. 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 UCCE Tulare County, and also serves Fresno, Madera and Kings Counties.

Reporting Relationship: The CE Advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) County Director of Tulare County and the Master Gardener Statewide Director.

Qualifications and Skills Required

Required Qualifications

Education: The minimum of a Master’s degree in environmental, urban, or ornamental horticulture or a related field is required at the time of hire.

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.
- 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 areas:

Technical Competence and Impact

The candidate should have a deep understanding of horticulture 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. Spanish language skills are a plus. 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

- Passion and desire to pursue a career in Cooperative Extension.
- Experience in education and outreach.
- Experience in the landscape or urban forestry industry.
- Experience in developing multidisciplinary teams and programs.
- Experience in building 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>
- 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/
- 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 #22-21)

Closing Date: To assure full consideration, application packets must be received by **July 31, 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> and the [UC ANR Green Card Sponsorship Guidelines & FAQ's](#) for reference.

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.