

# Community Water Systems/Supply Area Advisor

## Applied Research and Extension

### Serving Kern, Kings and Tulare 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) Water Systems/Supply 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.** Bakersfield, Kern County, CA

**Purpose.** The Community Water Systems/Supply Area Advisor will implement an innovative extension education and applied research program around the intersection of water supply and quality issues and community development. This position aims to link UC ANR's expertise in water resource management with community development, to ensure long-term resilience of water systems in rural areas of the Southern San Joaquin Valley. The position will:

- Provide technical assistance for community water system consolidation efforts,
- Provide technical assistance for communities to lessen negative externalities and meet local regulatory and management program goals (such as the implementation of the Sustainable Groundwater Management Act (SGMA) and the Irrigated Lands Regulatory Program (ILRP)).

The position will address key questions in areas such as the following:

- What are the impacts of increasing pressures on household and community water systems, e.g., by long-term droughts, water contamination, increased groundwater pumping, and increased demand?
- How do water system consolidations increase community resiliency?
- What kinds of additional actions might be taken to increase community resiliency when it comes to water?

The position is expected to create collaborative synergistic relationships with state and non-governmental partners, including the State Water Board and Department of Water Resources, and community water groups.

Additional areas of potential research include data analysis and management, well testing and contaminant levels, depth to groundwater analysis, analyses of innovations around filtration for contaminants, analysis of system consolidations and the role of communities. The position will be expected to work in partnership with organizations involved in water management, community development, and environmental justice, take an active role in public outreach, and develop strong collaborations with key community groups and other non-governmental organizations. The position will collaborate with UCCE Advisors and Specialists, the UC ANR California Institute for Water Resources, as well as other UC and CSU system academics.

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

**Counties of Responsibility.** This position will be headquartered in Kern County and also serve Kings and Tulare Counties. **Kern County**, the headquarters for this position, is located in California's Southern San Joaquin Valley, which is the richest agricultural region in the state. Extending east beyond the southern slope of the eastern Sierra Nevada range into the Mojave Desert, it includes parts of the Indian Wells Valley and the Antelope Valley. From the Sierras the county extends across the floor of the San Joaquin Valley to the eastern edge of the Temblor Range, part of the Coastal Ranges. To the south the county extends over the ridge of the Tehachapi Mountains. Almonds are consistently ranked as one of the top grossing agricultural products in Kern County. Additionally, Kern County has a large agricultural base and is a significant producer of oil, natural gas, hydro-electric, wind turbine, and geothermal power. The Southern San Joaquin Valley area of Kern and Kings Counties is one of the fastest growing areas in the country. Bakersfield is centrally located with a short drive to the larger metropolitan areas of Los Angeles to the south or San Francisco/Sacramento area to the north, Pacific Coast beaches to the west and mountains to the east with summer and winter outdoor activities.

**Reporting Relationship:** The CE Advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) County Director for Kern County with input from the other UCCE County Director in the coverage area.

## Qualifications and Skills Required

### Required Qualifications

**Education:** A minimum of a Master's degree water sciences, or related field is required at the 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.
- Experience in household and community water systems in urban and rural communities.
- Understanding of the intersection of water systems and community development.
- Knowledge of impacts of droughts, water contamination, and groundwater pumping on water supply.
- 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 water systems and water supply, 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 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 in rural communities and agriculture/natural resource-based economies.
- Passion and desire to pursue a career in Cooperative Extension and community development.
- Experience in building partnerships and with multidisciplinary teams.
- Demonstrated ability to effectively plan programs, manage teams, and implement an applied research and outreach program, including setting measurable goals and objectives.
- Spanish language skills are a plus.

## 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 Kern County: <http://cekern.ucanr.edu>
- UC ANR in Tulare County: <http://cetulare.ucanr.edu>
- UC ANR in Kings County: <http://cekings.ucanr.edu>
- 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_Planning/UC_ANR_Public_Values/)
- DEI: Further to the above, academics 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/](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 (\$74,500) to Step VI (\$98,400). 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 #21-56)

**Closing Date: To assure full consideration**, application packets must be received by **August 21, 2023** (open until filled)

**Questions?** Contact Tatiana Avoce; email: [tavoce@ucanr.edu](mailto: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.

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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](#), as may be amended or revised from time to time. 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.