

# Small Farms Water Conservation Coordinator

## Academic Coordinator II

### Position Overview

#### Location Headquarters: Fresno County

The University of California, Agriculture and Natural Resources (UC ANR) offers a unique recruitment opportunity for a **Small Farms Water Conservation Coordinator, Academic Coordinator II**. 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 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 Academic Coordinator will coordinate outreach, education, technical assistance, and research activities to support on-farm water conservation on small-scale farms in Fresno County, with additional outreach to Madera and Tulare Counties. This position serves as a content expert to assist small-scale farmers with water and energy efficiency, irrigation scheduling, irrigation system design and evaluation, use of soil moisture sensors, compliance with groundwater regulations, and on-farm groundwater recharge. The Academic Coordinator will work with UC ANR advisors and specialists, collaborators, and nonprofit and agency partners to facilitate technical assistance for state incentives for water and energy efficiency, improve access to drought and flood relief programs, and inform state water policy with regard to the unique needs of small-scale farms.



#### Major Duties and Responsibilities:

The Academic Coordinator will:

- Coordinate outreach, extension, and research activities of grant-funded projects and partnerships to promote on-farm water conservation on small-scale farms.

- Coordinate outreach and educational efforts such as field days, extension workshops, tailgate meetings, demonstration sites, social media, webinars, and radio programming.
- Coordinate technical assistance efforts for the State Water Efficiency and Enhancement Program (SWEEP) for small-scale farms.
- Manage multiple projects including tracking completion of deliverables, budget management, evaluation, and reporting.
- Develop online and print educational resources to assist small-scale farms with water conservation.
- Coordinate evaluation, testing, and outreach for appropriately scaled technology, tools, and equipment to assist small-scale farms with water and energy efficiency.
- Assist small-scale farmers with one-on-one farm visits including irrigation system evaluations, SWEEP irrigation system designs, drought and flood relief assessments, and referrals to technical experts to resolve problems.
- Supervise small farms staff working on projects related to water conservation.
- Collaborate with small farms team members providing technical assistance with drought and flood relief programs, including bilingual outreach staff.
- Synthesize research-based information to inform partner agencies and policy makers of challenges and opportunities in water conservation and groundwater management for small-scale farms.
- Provide input to the UC SAREP Director and the UC ANR Small Farms Network to inform strategic planning activities to address groundwater sustainability in the San Joaquin Valley.

**Counties of Responsibility:** This position will be headquartered in Fresno, Fresno County and will provide occasional support to small-scale farms in Madera and Tulare Counties.

**Reporting Relationship:** The Academic Coordinator is administratively responsible to the Director of the Sustainable Agriculture Research and Education Program. The Small Farms Advisor in Fresno County may serve as a secondary supervisor and provide additional programmatic guidance.

## Qualifications and Skills Required

### Required Qualifications

**Education:** A Master's Degree in the agricultural, biological, or environmental sciences or a related field is required at the time of appointment, with coursework or experience relevant to irrigation and groundwater management in agricultural systems.

### Additional Requirements

- In-depth understanding of irrigation systems and crop water use.
- Experience in conservation, management, and/or monitoring of water resources in agricultural or natural ecosystems.
- Experience supervising or coordinating activities of teams, such as volunteers, staff, or students.
- This is not a remote position. The candidate must be available to be on site.
- 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.

### Desired Experience:

- Passion and desire to pursue a career in Cooperative Extension.
- Ability to prepare and deliver communications to policy makers, 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 an applied research and outreach program, including setting measurable goals and objectives.
- Experience in grant management such as reporting, evaluation, and/or budget management.

**Skills Required:** To be successful, Academic Coordinators require skills in the following:

### **Technical Competence and Impact**

- Strong background and experience relevant to on-farm water conservation in fields such as plant science, soil science, water resources, hydrology, agronomy, horticulture, agroecology, agricultural engineering, or related fields.
- Demonstrated ability to prepare, deliver, and evaluate research, educational materials, and extension programming.
- Ability to design and implement a program that leads to positive changes and impact within the community and beyond.

### **Communication**

- Demonstrated excellence in written, oral, and interpersonal communication skills including public speaking ability.
- Ability to communicate and coordinate effectively with diverse stakeholders.
- Demonstrated ability to share complex information in a manner tailored to the audience.
- Ability to facilitate communication among multiple team members and related programs.

### **Collaboration, Teamwork and Flexibility**

- Demonstrated ability to work collaboratively as a team member with university staff, partner organizations, industry, and other stakeholders.
- Team management and people management skills to coordinate joint activities and support staff to excel in their positions.
- Aware and willing to actively promote diversity, equity, and inclusion.
- Ability to adapt activities as stakeholder, program, and organizational needs change.

### **Lifelong Learning**

- Demonstrated commitment to ongoing self-improvement.

**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)

## **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 state of California. We are committed to developing and supporting healthy food systems, healthy environments, healthy communities, and healthy Californians. UC ANR administers Statewide Programs and Initiatives (SWP/I's) that focus research and extension on solving priority problems that engage ANR academics and UC faculty in integrated teams to work on complex issues requiring trans-disciplinary approaches; as well as UC Cooperative Extension (UCCE), which is responsible for program development and delivery in counties throughout the state.

### Learn more about

- UC ANR at <https://UCANR.edu>
- UC ANR in counties: [https://ucanr.edu/sites/ucanr/County\\_Offices/](https://ucanr.edu/sites/ucanr/County_Offices/)
- UC ANR SAREP at <https://sarep.ucdavis.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, 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/](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 from Step 1- \$78,342 up to Step 8 - \$108,797 annually of the Academic Coordinator II, Fiscal Year Salary Table. The step placement in this series is based on experience. For information regarding the Academic Coordinator series salary scales, please refer to: <https://www.ucop.edu/academic-personnel-programs/files/2023-24/july-2023-acad-salary-scales/t36-ii.pdf>

This position is a definite term appointment. The position is initially appointed as a one-year renewable term appointment with funding secured for two years. The performance in the position will be evaluated annually. The merit cycle is every two years. The position may 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>

## How to Apply

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

**Closing Date:** To assure full consideration, application packets must be received by **December 4, 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 Agriculture and Natural Resources*

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As a University employee, you will be required to comply with all applicable University policies and/or collective bargaining agreements, as may be amended from time to time. Federal, state, or local government 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.