

# Urban Agriculture, Food Systems and Environmental Issues Advisor Applied Research and Extension Serving San Diego County, California

## Position Overview

The University of California, Agriculture and Natural Resources (UC ANR) offers a unique recruitment opportunity for a **UC Cooperative Extension (UCCE) Urban Agriculture, Food Systems and Environmental Issues 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:** San Diego County, San Diego, CA

**Purpose.** The Urban Agriculture, Food Systems and Environmental Issues Advisor will conduct an applied research and extension program to meet the technical information needs of policy and decision makers, non-profit and community-based organizations, urban food producers and farmers, and professional clientele in agricultural and food systems related organizations and industries in San Diego County.

The Advisor will be a liaison between UCCE and all stakeholders in the emerging and rapidly growing urban agriculture and food production systems in the county. The Advisor has the potential to impact policy and decision making at many levels by using UC ANR resources to develop research-based information that will help

lead and address issues impacting urban agriculture, food systems, food policy, food security, and food distribution issues to support local farmers and help sustain agriculture in the county. The ability to build partnerships and work with multidisciplinary teams to address the social, economic, and environmental challenges of urban agriculture and food systems is paramount.

The Urban Agriculture, Food Systems and Environmental Issues Advisor will develop and extend research-based information using a range of communication options to meet the needs of diverse audiences. The Advisor will disseminate the information through direct education at seminars, workshops, and field days as well as through partnerships and collaborations with agencies and organizations. The position will also provide administrative and academic oversight of the UC Master Gardener Program in San Diego County and work with volunteers to disseminate information to the public. As an academic with a [UC Master Gardener Program](#) appointment, the Advisor will have the opportunity to support the program, working alongside a team of dedicated volunteers, staff, and fellow academics. Administratively, the Advisor will supervise a staff coordinator who manages day-to-day volunteer engagement and program activities. Academic support includes aligning program activities with local horticulture needs, providing training and reviewing UC Master Gardener volunteer outputs for academic accuracy.

Areas of research could include issues and impacts of urban agriculture, food production and distribution in urban counties, agricultural markets distortions and inefficiencies, food hub related issues, food distribution systems for underserved populations, policy development and operational issues for local food systems initiatives, and cost and benefit analysis for farmers in San Diego County.



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

The Advisor will provide research and education opportunities in the development and maintenance of an equitable, sustainable, and healthy food system in San Diego County. Extension of information will be extensive due to the many stakeholders in this arena. Existing email distribution lists, websites, and numerous forms of social media will be used to disseminate

Furthermore, partnering/collaborating with several local agencies, NGOs, USDA Natural Resource Conservation Service and local Resource Conservation Districts, California Alliance for Family Farms (CAFF), California Health Improvement Partners (CHIP), San Diego County Food Systems Alliance, County of San Diego Department of Environmental Health, and the County of San Diego Department of Agriculture, Weights and Measures is encouraged.

**Counties of Responsibility.** This position will be headquartered in the UCCE San Diego County Office located in San Diego and serving San Diego County.

**Reporting Relationship:** The Advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) San Diego County Director and programmatically (Master Gardener Program only) to the Statewide Master Gardener Program Director.

## Qualifications and Skills Required

### Required Qualifications

**Education:** A minimum of a master's degree in Urban Agriculture, Food Systems/Policy, Public Administration/Management or closely related field is required at 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.
- The ability to work with clientele across a wide range of socio-economic classes and ethnicities is essential.
- 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 area:

#### Technical Competence and Impact

The candidate should have a deep understanding of food systems, food policy, food distribution system, 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 clientele.



#### Communication

Demonstrated excellence in written, oral, and interpersonal and information technology communication skills is necessary, and public speaking to stakeholders is a routine part of this position.

Demonstrated ability to share complex information in a manner tailored to the audience is required.

#### Collaboration, Teamwork and Flexibility

- Demonstrated ability to work collaboratively as a team member with industry and other stakeholders.
- Ability to adapt to changing circumstances
- Awareness and willingness to 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 building partnerships with multidisciplinary teams to address social, economic, and environmental challenges of urban agriculture and food systems.
- Demonstrated ability to effectively plan projects, manage teams and implement an applied research and extension program, including setting measurable goals and objectives.



## 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 Master Gardener Program at: <https://mg.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, 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/](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 (\$79,500) to Step VI (\$100,900). 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>

If interested in this position, please visit: <https://recruit.ucanr.edu/> and choose “applicants” (refer to position #22-38)

**Closing Date: To assure full consideration**, application packets must be received by **December 31, 2023** – (open until filled)

## Questions?

Contact Mikyla Perez; email [mikperez@ucanr.edu](mailto:mikperez@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.