

# Woody Biomass & Forest Management Advisor

## Applied Research and Extension

### Serving Siskiyou, Shasta, and Trinity 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) **Woody Biomass & Forest Management 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.** Yreka, Siskiyou County, CA

#### Purpose:

The Woody Biomass & Forest Management Advisor will conduct an innovative extension education and applied research program to address high priority needs and problems related to forest health and woody biomass utilization in the region. This position will support a clientele including local forestland owners, processors, rural communities, and indigenous tribes to increase use of forest biomass. The advisor will collaboratively develop and disseminate science-based practices for wood utilization and marketing, fuels management, economic development, and wildfire resilience. The advisor will also provide technical assistance for community-scaled forest management with an emphasis on enhancing forest biomass utilization, fuels management, and long-term community resiliency in the face of a changing climate and pressure on keeping communities safe in the face of increased wildfire. The advisor is responsible for the development, implementation, assessment and evaluation of educational and research programs that will have significant impacts on increasing the use of woody biomass in the region, protecting communities from fire risk, strengthening rural economies, and improving water and air resources.

**Applied Research:** The Woody Biomass and Forest Management Advisor will develop and implement an applied research program to provide science-based solutions to address current and emerging issues in production, economics and policy associated with biomass utilization and forest management and promote local and regional problem solving. The applied research will be based upon a needs assessment and may include partnerships with a variety of campus and county-based colleagues as well as other partner organizations. Field research may take place on private lands or tribal lands, public forests, and UCANR Research and Extension Centers. Applied research, extension, technical assistance and policy communication may include extensive collaboration with forestland owners, processors, rural communities and indigenous tribes.

**Extension and Education:** Extension education activities include the dissemination of science-based research results and educational information using a variety of methods, including individual consultations, presentations at forestland manager, agency, and industry meetings, workshops, short courses, tailgate meetings, and field demonstrations. Dissemination methods further include radio outreach, collaborations with external partners, publications and newsletters in UC ANR and peer-reviewed journals, public comments and policy papers, technical reports to public agencies, and use of contemporary and emerging electronic tools (such as online learning, web content systems and repositories, and social media), along with specialized and public media outlets.

**Counties of Responsibility.** This position will be headquartered in Siskiyou County and also serve Shasta and Trinity Counties.

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

## Qualifications and Skills Required

### Required Qualifications

**Education:** A minimum of a master's degree in forestry, natural resource management, manufacturing, engineering, community development or related fields is required at the time of appointment.

### Additional Requirements

- Technical competency and demonstrated ability in applied forestry research and extension techniques applicable to the clientele and production systems for the position.
- Ability to plan, implement, and evaluate educational programs and publish applied research.
- Ability to build partnerships and to work with multidisciplinary teams to address forestland production and management challenges as well as social, economic, and environmental challenges for local communities.
- Ability to effectively set goals, manage teams, and oversee activities across multiple projects.
- Ability to adapt research and extension efforts in response to key needs and challenges of diverse clientele.
- Ability and means to travel on a flexible schedule as needed, proof of liability and property damage I. insurance on vehicle used is required. Must possess valid California Driver's License to drive a County or University vehicle.
- A California license as a Registered Professional Forester is required. (The advisor would have a grace period of 5 years after hire to achieve this certification).
- 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 an understanding of community and economic development 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

The candidate should demonstrate excellence in written, oral, and interpersonal and information technology communication skills. Public speaking to stakeholders is a routine part of this position. Proficiency in Spanish or another language would benefit the program but is not required.

The candidate should demonstrate the ability to share complex information in a manner tailored to different audiences. The ability to work with clientele across a wide range of demographic groups, technical backgrounds, literacy levels, and socio-economic classes is essential.

### Collaboration, Teamwork and Flexibility

Demonstrated ability to work collaboratively as a team member with industry and other stakeholders and be able to adapt as circumstances warranted is necessary.

The candidate should be aware of and willing to actively promote diversity, equity and inclusion.

### Lifelong Learning

Demonstrated commitment to ongoing self-improvement and ability to shift program focus as times and organizational needs change is expected.

**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

- Educational and professional background in forest management.
- Experience working in woody biomass production systems or economic development associated with forest products.
- Passion and desire to pursue a career in Cooperative Extension.
- Experience in building partnerships and with multidisciplinary teams.
- Demonstrated ability to effectively plan, manage teams and implement an applied research and outreach program, including setting measurable goals and objectives.
- Bilingual language skills 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 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/)
- 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: 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>

## How to Apply

If interested in this position, please visit: <https://recruit.ucanr.edu/> and choose "applicants" (refer to position #21-48)

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

February 12, 2024

## 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 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.