

# Community Engagement and Development 4-H Youth Development Advisor

## Applied Research and Extension

### Serving Tulare, Fresno 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) Community Engagement and Development 4-H Youth Development 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:** UCCE Tulare County, CA

**Purpose.** The Community Engagement and Development Youth Advisor will implement an innovative extension education and applied research program to address issues related to Positive Youth Development.

Using a positive youth development framework for community engagement and development, this position will create opportunities for youth to participate in meaningful civic engagement and community-based leadership experiences to prepare them to be effective public leaders. This position offers the opportunity to address a myriad of issues by creating youth voice and authentic opportunities to solve issues of interest and importance to youth, such as access to built and natural environments, creating welcoming community spaces for youth and environmental justice.

This position is positively situated to integrate ANR's research and extension education efforts across communities to improve youth development across the region.

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

- 1) Program factors or community strategies that contribute to Positive Youth Development;
- 2) Outcomes and impacts of a multifaceted youth development program on positive youth development;
- 3) Efficacy and relevance of the 4-H Thriving Model of Positive Youth Development in California;
- 4) Effectiveness of using youth as peer educators to initiate community change through youth development programs and learning experiences.

### **Applied Research, Extension and Education**

There are excellent opportunities for extension and research partnerships with a variety of stakeholders and collaborators, including local youth development partners, community service organizations, county government, and with youth-serving agencies in formal and non-formal education settings. 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 the UCCE Tulare office, CA and have activity in Fresno and Kings Counties. The position will also provide support to the statewide network of 4-H Youth Development community educators in Community Engagement and Development.

**Reporting Relationship:** The CE Advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) County Director of the UCCE Fresno/Tulare/Kings Counties., and programmatically under the 4-H Statewide Director.

## **Qualifications and Skills Required**

### **Required Qualifications**

**Education:** A minimum of a Master's degree in an area related to Youth and/or Adult Education (emphasizing Youth Learning theory, Psychology, Out-of-School-Time Programming, Youth and Community Development, or related areas) is required at the time of appointment.

### **Additional Requirements**

- Substantial experience and sensitivity to cultural differences relative to working with youth and adults
- The ability to work with clientele across a wide range of socio-economic classes and ethnicities is essential.
- Demonstrated experience in youth community engagement, community organizing, civic engagement or leadership development.
- Demonstrated ability to effectively plan projects, manage teams and implement an applied research and outreach program, including setting measurable goals and objectives
- Demonstrated experience planning, implementing, and evaluating programs that achieve youth development outcomes.
- 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.
- This is not a remote position. The candidate must be available to work onsite. In accordance with UC ANR [Flexible Work Guidelines](#), flexible work agreements are available upon approval by supervisors and periodic re-evaluation.
- A background investigation will be required for the successful candidate, including fingerprinting and a criminal history clearance by the Department of Justice and the Federal Bureau of Investigation. This position is subject to the requirements and compliance of the California's Child Abuse and Neglect Reporting Act (CANRA). Employment within UC ANR is contingent upon securing written acknowledgement to comply with California law.

## Desired Experience

- Ability to secure and manage extramural funding.
- Passion and desire to pursue a career in Cooperative Extension

## 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 youth 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

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 proficiency is desired.

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>

## 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/)
- 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/)
- California 4-H Youth Development Program: <https://4h.ucanr.edu/>
- 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 approximately thirteen paid holidays per year.. 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 #22-04)

**Closing Date: To assure full consideration**, application packets must be received by **April 11, 2024** – (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 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.