

## **Water Management Area Advisor Applied Research and Extension**

### **Serving Tulare, Fresno, Kings and Madera 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 Management 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:** UC ANR Kearney Research and Extension Center, Parlier, CA.

**Purpose.** The Water Management Area Advisor will implement an innovative extension education and applied research program to address major challenges around local and regional uses of water in the Tulare Basin and lower San Joaquin Valley (Tulare, Fresno, Kings, and Madera Counties).

The CE Area Advisor will work with growers, natural resources managers (water, land), and commodity groups in the Tulare Basin and Lower San Joaquin Valley to support diverse water management and technological needs emerging from changes in policies and depleting water quantity and quality. This includes agricultural uses, environmental horticulture, local landscaping, and other outdoor uses of water.

## Applied Research, Extension and Education

The advisor is responsible for creating and implementing an innovative extension program using traditional and modern tools and communication channels (newsletters, workshops, field meetings, and social media) to support the development of new practices and evaluation of existing practices for increasing on-farm water use efficiency and regional flood water storage capacity.



The Water Management Area CE Advisor will develop and deliver a research program to address the needs of the growers and water managers. This position offers the opportunity to address a myriad of issues related to water management and may include:

- Development of applied science that supports managed aquifer recharge (MAR) research in agricultural fields, considers soil and cropping system management elements of recharge activities, as well as the know how to initiate, assess, and participate in MAR projects in the four counties.
- Development, integration and grower adoption of new irrigation scheduling and management technologies.
- Implementation of State water management programs, including the Sustainable Groundwater Management Act, CV-Salts, and Irrigated Lands Regulatory Program.

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

There are numerous opportunities for extension and research partnerships with a variety of stakeholders and partnerships, including growers, landowners, water managers, commodity boards, federal and state agency managers and partners (CDFA, CDWR, State Water Resource Control Board, USDA-ARS Water Management Research Unit, Parlier, CA.) local water agencies, and other clientele groups and managers from the public and/or private sector.

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 UC ANR Kearney Research and Extension Center located in Parlier California and serves the counties of Tulare, Fresno, Kings and Madera.

**Reporting Relationship:** The CE Advisor serves under the administrative guidance of the University of California ANR Kearney Research and Extension Director with input from the UC ANR West Side Research and Extension Director, the UCCE County Director for Tulare, Fresno, Kings and Madera Counties and also programmatically to the UC ANR California Institute for Water Resources (CIWR) Director.

## Qualifications and Skills Required

### Required Qualifications

**Education:** A minimum of a Master's degree in hydrology, irrigation water management, natural resources management (water and soil), agricultural engineering or 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.
- A solid understanding of hydrology, soil physics, field data collection and irrigation systems.
- Familiarity with groundwater hydrology, data collection, soil science, specialty crops grown in California, or other places under Mediterranean climate, is preferred.
- 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.

## 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 water management 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 skills are a plus. 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 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 and with multidisciplinary teams
- Demonstrated ability to effectively plan projects, manage teams and implement an applied research and outreach 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 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 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>

## How to Apply

If interested in this position, please visit: <https://recruit.ucanr.edu/> and choose “applicants” (refer to position #22-43).

## Closing Date:

To assure full consideration, complete application packets must be received by **April 25, 2024** (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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### *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.