

Beneficial Burning and Tribal Land Stewardship Advisor

Applied Research and Extension

Lake and Mendocino Counties

Preamble for context: We recognize that each Tribe and Tribal community have unique histories and relations and may have different priorities and goals. We will strive to do our best to incorporate diverse feedback and visions in an inclusive and transparent process. Further, we recognize that who is hired, and the program they develop, will have a large impact on how this position and their work evolve. A first part of this person's job will be to conduct an assessment to understand the particular situation of each Tribe, their interests, goals, and priorities, which will inform the development of their program.

Position Overview

The University of California, Agriculture and Natural Resources (UC ANR) offers a unique recruitment opportunity for a **UC Cooperative Extension (UCCE) Beneficial Burning and Tribal Land Stewardship Advisor**. UC ANR coordinates a statewide network of researchers and educators in partnership with Counties that are dedicated to the development and application of knowledge to address local agricultural, environmental, youth, and health issues. Over 200 UC ANR UCCE academics conduct research, outreach and education from locally based Cooperative Extension offices in over 70 locations. 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: Hopland Research and Extension Center, Hopland, CA

Purpose:

The overarching goal of this position is to support Tribes and Tribal-led organizations with implementation and monitoring of cultural burning and Tribal land stewardship as a fire hazard mitigation and eco-cultural revitalization strategy. This will enhance the resilience of our regional communities and fire-adapted ecosystems and support Tribal sovereignty. The Advisor will partner with Tribes and Tribal-led organizations to co-create research, extension and outreach programs supporting Tribal sovereignty and futures; facilitate partnerships, networking, and funding opportunities; advance strategies to remove barriers to cultural burning; and support land stewardship opportunities.

Key responsibilities include:

- Partnering with Tribes and Tribal-led organizations to support capacity building within Tribal communities for planning and conducting land stewardship activities;
- Development of funding streams in close coordination with partner Tribes and Tribal-led organizations to enable program development;
- Supporting a network of Tribal-led and stewarded biodiversity landscapes, and co-creation of pathways for collaborative research that can be translated to policy;
- Providing support to Tribal, agency, and private land managers region-wide in developing Tribal land stewardship models (e.g., co-management, MOUs, cultural easements, etc.) and developing best practices for replication;
- Working with Tribes to create agreements about how data gathered from the Tribe and their activities will be used, how communication between parties will work, and how research and education activities with that Tribe or Tribal-led organization will be developed and enacted.

The Advisor will partner with Tribes and Tribal-led organizations to co-create research and extension programs that may focus on the following topics:

- Identify and evaluate barriers to effective implementation of cultural burning and Tribal land stewardship, and develop policy options to remove identified barriers;
- Monitor the effects and provide analysis of various fuel treatment and reduction strategies, including targeted grazing, intentional burns, and mechanical thinning, and their effects on invasive species, nutrient flows and culturally significant flora and fauna;
- Assess and monitor cultural and ecosystem processes and recovery after fire or Tribal land stewardship activities;
- Understand fire effects on human communities and ecosystems;
- Facilitate networking and outreach focused on fire ecology, cultural resource management, climate change adaptation, and community wildfire resilience;
- Assist with regulatory compliance process hurdles, especially CEQA and NEPA, faced by Tribes, Tribal-led organizations, and PBAs conducting beneficial burning and other land stewardship programs.

Counties of Responsibility. This position will be headquartered at the UC Hopland Research and Extension Center and will serve Lake and Mendocino Counties

Reporting Relationship: The CE Advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) County Director for Lake and Mendocino Counties. The advisor will also work closely with UCANR Fire Network leadership.

Qualifications and Skills Required

Education: A minimum of a master’s degree in forestry, ecology, ethnic studies, conservation biology, fire science, wildlife ecology, botany, ethnobotany, restoration ecology, community development, Native American Studies, agriculture, or a field related to fire ecology, traditional ecological knowledge (TEK), land management, prescribed fire/cultural fire, community wildfire resilience, or related fields is required at the time of appointment.

Additional Requirements

- Lived experience and/or working with or in Tribal communities.
- Demonstrated ability in applied rangeland, forest, or fire research and extension is preferred. Passion and desire to pursue a career in Extension and natural resources management.

- 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.
- The ability to work with clientele across a wide range of socio-economic classes and ethnicities is essential.
- The advisor may be required or encouraged to become a California Certified Rangeland Manager (CRM), Registered Professional Forester (RPF), or State-Certified Burn Boss (CARX) depending on the focus of the advisor's program (as per state requirements).

Skills Required

To be successful, the CE Advisor requires skills in the following area:

Technical Competence and Impact: The candidate should have 1) a deep understanding of key concepts related to Tribal communities, natural resource management and fire ecology, 2) demonstrated ability to effectively plan, coordinate, and implement an applied research program, including setting measurable goals and objectives that leads to positive changes and impact within the tribal community and beyond and 3) the expectation that advisors evolve and grow across their career and respond to changes in the industry and by clientele.

Communication: The candidate should have 1) experience in successful education and outreach programming. 2) demonstrated excellence in written, oral and interpersonal and information technology communication skills. 3) public speaking skills to stakeholders as it is a routine part of this position, and 4) demonstrated ability to share complex information in a manner tailored to the audience.

Collaboration, Teamwork and Flexibility: Candidate should demonstrate ability to work collaboratively as a team member with Tribal members, other academics, industry, and other stakeholders, be able to adapt as circumstances warranted, and be aware of and willing to actively promote diversity, equity, inclusion, and justice.

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>

Desired Experience:

- Experience in the broad areas of fire ecology, traditional ecological knowledge (TEK), land management, prescribed fire/cultural fire, and community wildfire resilience.
- Developing and enacting educational programming for Tribal communities.
- Experience with community-led or community based participatory research methods.
- Experience developing collaborations, partnerships, and programs with Tribes, Tribal communities, and Tribal-led organizations.
- Track record of successful fundraising for diverse



programs.

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 Fire site <https://ucanr.edu/sites/fire/>
- UC ANR in counties: 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/
- 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/
- 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/
- 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 #22-16)

Closing Date: To assure full consideration, application packets must be received by **May 20, 2024** – (open until filled)

Questions ?

Contact Tatiana Avoce – email : 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.

University of California Cooperative Extension

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.