

Forestry and Natural Resources Area Advisor

Applied Research and Extension

Serving Plumas, Sierra and Lassen Counties

Position Overview

The University of California, Agriculture and Natural Resources (UC ANR) offers a unique recruitment opportunity for a **UC Cooperative Extension (UCCE) Forestry and Natural Resources Area Advisor**.

We are looking for new member of our team with experience working with regional and Tribal communities to promote forest health and fire resilience. The ideal candidate will have a demonstrated commitment to building partnerships and uphold a commitment to meaningful engagement and advancing efforts that reflect the needs and priorities of our community partners. 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 power of 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: Quincy UCCE Office, Plumas County, CA.

Purpose: The Forestry & Natural Resources Advisor will implement an extension education and applied problem-solving research program in sustainable forest management on both private and public lands for Plumas, Sierra and Lassen Counties.

The Advisor will provide expertise and leadership in forest sustainability and resilience which are at considerable risk from wildfire, climate variability, and insect infestations. The work will address barriers to active forest management and topics such as range-wide forest fuel accumulation that has caused a growing high-priority issue of high-severity wildfire. These issues threaten forests, habitat, watershed stability, water quality and quantity, as well as community wildfire resilience. Continued drought and apparent rapid climate change will lead to greater insect and disease issues with the potential for widespread tree mortality.

The Advisor will provide leadership, information transfer, and technical help to address increasing needs for economically effective reforestation strategies throughout the service area. The advisor will operate as part of a team of Forestry and Natural Resource Advisors located throughout the state. (e.g., Redding, Quincy, Eureka,

Ukiah and South Lake Tahoe, serving Shasta, Siskiyou, Trinity; Plumas, Sierra; Humboldt, Del Norte, Mendocino, Lake; and El Dorado, Amador, Calaveras and Tuolumne Counties).

Research, Extension and Education: The CE area advisor for forestry and natural resources will conduct a locally-based research, extension and education program to address high priority issues with focus on forest resource management and the sustainable use of forest resources in the three counties. Important issues to be addressed include sustainable forest stewardship, forest fuels management, fire resilience, postfire reforestation, water quality, fire-wise communities' education, carbon sequestration, invasive species, pest management, air quality and public education. The CE area advisor will work with landowners, government and non-government agencies to reduce risks of wildfire and manage post-wildfire revegetation; focus on making healthier communities by providing access to the research and education of the University to support the sustainability of the natural environments; and, work to improve the Californian's understanding of forest ecology and management to foster sustainable productive use of forests.

The area advisor will provide essential leadership to address critical issues facing forestry and other associated natural resources in Plumas, Sierra and Lassen Counties. The focus of the applied research program will be based on a needs assessment and may include partnerships with a variety of campus and county-based colleagues. The CE advisor will develop and conduct applied research and demonstration projects that address issues such as: 1) How do the current regulatory climate and economic constraints affect forest landowner's ability to sustainably manage lands to provide goods and services? 2) How can woody biomass be removed and contribute to a viable economic enterprise? A key role would be examining the potential uses of biomass and looking at methods of biomass harvesting, to develop economically and environmentally sustainable industries based upon woody biomass from the forest. 3) What is the role of fire, and how can prescribed fire be used in managing understory vegetation? This is an opportunity for UC academics to collaborate with and provide training to Fire Safe Councils and Volunteer Fire Departments and 4) How can water quality and quantity be improved through sustainable forest management?

Close affiliation with UC Baker Forest in Meadow Valley provides a unique opportunity for the advisor to partner with faculty and specialists, the private timber industry, the US Forest Service and regional NGO's in conducting applied research projects. Research will be synthesized and popularized in ANR publications, trade and professional publications, conference proceedings, workgroups, newsletters and other outlets. Publication outlets may include forestry journals and natural resource journals (such as California Agriculture, the Journal of Forestry, and the Journal of Forest Ecology and Management).

County and community partners rely on UC ANR CE advisors as a critical resource for providing research-based information across a variety of disciplines. CE advisors disseminate appropriate, science-based information to inform clientele, using extension methods that are responsive to clientele needs and appropriate for the audience and situation. Science-based research results and other educational information will be disseminated using a variety of methods including individual consultations, presentations at landowner and industry meetings, workshops, short courses, field demonstrations, UC ANR publications, newsletters, technical reports to commodity boards/funding agencies, peer-reviewed journal articles, and an appropriate mix of contemporary and emerging electronic tools (such as online learning, web content systems and repositories, social media, impact and evaluation tools), along with specialized and public media outlets.

This is an exciting opportunity to have meaningful impacts in the communities in the target counties and throughout California. The opportunities for collaborative partnerships that link consumers and resource professionals with relevant science-based information and promote effective problem solving within and external to UC are extensive. You will also join a team of highly motivated UCCE colleagues who are passionate about their work and are dedicated to making a difference within the communities and working landscapes of California.

Counties of Responsibility. This position focusses on the counties of Plumas, Sierra and Lassen. There is opportunity and expectation to work collaboratively across counties.

Reporting Relationship: The CE advisor serves under the administrative guidance of the University of California Cooperative Extension Plumas, Sierra, Lassen County Director.

Qualifications and Skills Required

Required Qualifications

Education:

- A minimum of a Master's degree , in forest management, forest ecology, wild land fire science, watershed management or other closely related fields is required by the appointment start date. Applicants who are currently enrolled in a masters program must be within 12 months of completing their degree in order to be considered.

Additional Requirements

- Demonstrate a sound understanding of applied forest management
- This position requires that the candidate possess experience in forest management practices so that they are capable of taking and passing the California Registered Professional Foresters Licensing examination within five years of being appointed.
- Lived experience working with, and preferably in, Tribal or Indigenous communities.
- Experience in emergency and/or disaster planning and management or related fields.
- Experience with community-led or community based participatory research and extension methodology ensuring all research and programming is co-created in close partnership with the community.
- Experience working with clientele across a wide range of socio-economic classes and ethnicities is essential.
- 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.

Desired Experience

- A general familiarity with Northern California forest conditions as they relate to its many societal and ecological variables is desirable.
- An additional degree in Native American studies, and/or experience working with Tribal or other Indigenous communities in rural communities and natural resource-based economies is highly desirable.
- Passion and desire to pursue a career in Cooperative Extension.
- 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.

Skills Required: To be successful, the CE Advisor requires skills in the following areas:

Technical Competence and Impact

The candidate must 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 community partners.

Communication

Demonstrated excellence in written, oral, and interpersonal and information technology communication skills (e.g. electronic newsletters, social media, blogging, email). Public speaking to stakeholders is a routine part of this position.

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.

Awareness of and willingness 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/
- 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 (\$82,900) to Step VI (\$105,200). Salary adjustments effective July 1, 2024, may apply. 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 #24-08)

Closing Date: To assure full consideration, application packets must be received by **August 26, 2024-** (open until filled)

Questions?

Contact Mikyla Perez; email: mikperez@ucanr.edu

Applicants may wish to explore the UC Davis Services for International Students and Scholars web page at <https://siss.ucdavis.edu> and the [UC ANR Green Card Sponsorship Guidelines & FAQ's](#) for reference.

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.