

UC Cooperative Extension

Area 4-H Youth Development Advisor:

College/Career Readiness

for Contra Costa and Alameda Counties

The University of California, Agriculture and Natural Resources (UCANR) invites applications for a UC Cooperative Extension (UCCE) **Area 4-H Youth Development Advisor: College/Career Readiness at the Assistant Rank in Contra Costa and Alameda Counties**. The successful candidate will focus on delivering a statewide 4-H Youth Development Program at the local level that assists youth in achieving their fullest potential.

UCCE Advisors are responsible for applied research and extension of knowledge. Research activities are applied, mission-oriented, and focused on addressing our communities' challenges. Extension activities are the educational practices Advisors use to share research results directly with communities, increase their knowledge of science-based research results, and support adopting practices and technologies to solve problems. Extension methods may include individual consultations, presentations, organizing educational workshops and short courses, field demonstrations, farm calls, and site visits. Information may also be disseminated via radio outreach, webinars, fact sheets, policy briefs, news blogs, and social media. Publications are expected in various formats, such as newsletters, articles for the popular press, curriculum, conference proceedings, and peer-reviewed publications. Successful research and extension programs result in new knowledge or understanding, changed attitudes, new skills, practices, and policies, and improved environmental, health, agricultural, economic, and/or social conditions. UCCE Advisors are evaluated through an academic advancement system based on four criteria: extending knowledge, applied research and creative activity, professional competence and activity, and University and public service.

Location Headquarters: University of California Cooperative Extension Office in Contra Costa County, Concord, California.

Position Details

The 4-H Youth Development Area Advisor is expected to develop an extension and applied research program framed in positive youth development emphasizing the development of college and career readiness programs and curricula that are culturally relevant to improve college and career readiness, workforce development and access, focusing on Black, indigenous and people of color (BIPOC) and/or youth from vulnerable communities. The Advisor will develop and implement applied research and extension education opportunities for out-of-school educators in experiential education, pedagogical practices and college readiness curricula that support youth programming and learning about post-secondary education. The Advisor will work with a network of 4-H youth, volunteers, staff community partners and academics to bridge research and practice with an emphasis on identifying systemic and local factors hindering college access and developing and testing innovative solutions. The Advisor will provide academic oversight so support the county-based 4-H youth development programs which include clubs, after-school programs, camps and other delivery modes, and is expected to develop partnerships with other 4-H Youth Development Advisors in Marin/Sonoma and San Mateo/San Francisco counties. The Advisor will be expected to collaborate with community agencies, including Boys and Girls Clubs, Girls, Inc., YMCA, school district after school programs, community colleges and local universities. The Advisor

will collaborate with the UC Berkeley College and Career Alliance Support Network (CCASN). The Advisor will also collaborate with other local UCCE Advisors and programs including Community Nutrition and Health, Master Gardeners, Environmental Horticulture, Community Development, and Livestock and Natural Resources. Clientele will include 4-H youth, 4-H Adult Volunteers, 4-H Professionals, and other youth-serving organizations. This is an exciting opportunity to join a team of highly motivated UCCE colleagues who are passionate about their work and are dedicated to making a difference within their communities and throughout California. There is excellent potential for collaborative projects within the UC ANR system.

Counties of Responsibility: This position has programmatic responsibilities in Contra Costa and Alameda and Counties. It is not a remote position; the candidate must be available to work onsite at the headquarters location and travel to and be present in other counties with programmatic responsibilities. Specific expectations for maintaining office hours in the geographic area covered by this position will be outlined upon hire by the respective directors and supervisors.

Reporting Relationship: The Area 4-H Youth Development Advisor serves under the administrative and academic guidance of the local Country Director and the UC Statewide 4-H Program Director.

Qualifications and Skills Required

Education: A minimum of a Master's Degree in youth/child development, human development, education or a related field is required at time of appointment. Experience in conducting applied research, program evaluation, education and experience working with BIPOC youth are required. Strong leadership skills and experience in program and personnel management are also required.

Key Qualifications

- Technical competency and demonstrated ability in applied research and extension techniques applicable to clientele, including 4-H youth, 4-H Adult Volunteers and 4-H Professionals as well as other youth-serving organizations.
- Ability to plan, implement, and evaluate educational programs and publish applied research.
- Ability to build partnerships and work with multidisciplinary teams to create research opportunities and provide extension of information to communities served,
- Ability to adapt research and extension efforts in response to key needs and challenges of BIPOC youth and youth-serving organization
- 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 a valid California Driver's License to drive a County or University vehicle.

Additional Skills Required

- Interest in and a desire to pursue a career in UC Cooperative Extension.
- Technical Competence and Impact: The candidate should have a solid understanding of issues and challenges facing BIPOC students and opportunities for college and career readiness and must be able to design and implement a program that leads to positive changes and impact within the community and beyond.
- Communication: The candidate should demonstrate excellence in written, oral, interpersonal, and information technology communication skills. Public speaking to stakeholders is a routine part of this position.
- The candidate should demonstrate the ability to share complex information in a manner tailored to different audiences. The ability to work with youth and adult clientele and collaborators across a wide

range of demographic groups, technical backgrounds, literacy levels, and socio-economic classes is essential.

- **Collaboration, Teamwork, and Flexibility:** The candidate should demonstrate the ability to work collaboratively as a team member with key external stakeholders and county-based staff, as well as with colleagues within the UC ANR 4-H Youth Development community.
- **Lifelong Learning:** There is an expectation that Advisors evolve and grow across their career and respond to changes in the industry, clientele, and organizational change.
- The candidate should be aware of and willing to actively promote diversity, equity, and inclusion.

Desired Experience

- Proficiency in another language, such as Spanish, is desirable, but not required.
- Experience in conducting community-based research and planning, and implementation of research and/or extension activities.
- Experience conducting education and/or technical assistance with community-based groups
- Experience in people management, such as supervising staff, students, or volunteers.
- Experience in managing grant-funded projects and/or securing extramural funding.
- An understanding of how public policy impacts youth college and career readiness and decision-making.

Salary & Benefits

Salary: The salary range for this Cooperative Extension Advisor position is Assistant Rank, Step I (\$82,900) to Step VI (\$105,200). Step placement in the Advisor series is based on applicable experience and professional qualifications.

This position is eligible for indefinite status, subject to terms noted in [UC ANR Policy and Procedure Manual, Section 315](#).

Benefits: The University of California offers comprehensive benefits, including health insurance, retirement plans, two days per month of paid vacation, one day per month of 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](#).

About UC ANR

UC ANR is a division of the University of California (UC) system that bridges the gap between local issues and the expertise of the UC system by providing research-based information, educational programs, and technical expertise to the public in areas such as agriculture, natural resources, nutrition, and youth development. UC ANR is part of a nationwide Cooperative Extension network, which began in the early 20th century to connect research from land-grant universities with the everyday needs of people in communities across the United States. Today, we collaborate with farmers, ranchers, diverse communities, youth and adult educators, and policymakers to address local and statewide issues related to food systems, water, climate change, and sustainable agriculture through a statewide network of campus-based researchers, county-based Advisors, and community educators. Our mission is to cultivate thriving communities, sustainable agriculture, resilient ecosystems, and economic prosperity in California and globally through equitable generation and sharing of collaborative, science-based solutions. Over 180 UCCE Advisors conduct applied research and extension education from county-based UCCE offices serving all 58 counties from 70+ locations. 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 resources UC has to offer. Our vision is that UC ANR will be valued in every California community for meaningful engagement and making a positive difference in people's lives.

About Contra Costa and Alameda Counties

University of California Cooperative Extension County offices in Contra Costa and Alameda Counties are located with their respective County Department of Agriculture. The UCCE Contra Costa County office is in Concord while the UCCE Alameda County office is in Hayward. In addition to 4-H youth development, UCCE programs in the counties include Master Gardeners, Urban Integrated Pest Management, Specialty Crops, Environmental Horticulture, Livestock and Natural Resources, BIPOC Community Development, UC CalFresh, Expanded Food and Nutrition Education Program (EFNEP), Organic Materials Management, and Human-Wildlife Interactions. Contra Costa and Alameda Counties are known as the East Bay, as they are located across the bay from the City and County of San Francisco. The East Bay population is highly educated and increasingly diverse. Nearly 30% of East Bay residents are foreign born with Asians being the largest racial group. There are, however, stark disparities in education and income in the region that create significant obstacles for many East Bay residents to access stable, high-quality jobs such as those in the continually growing technology and health care industries.

While the western parts of Contra Costa and Alameda Counties include urban cities such as Oakland, Hayward, Berkeley, Richmond, and Concord, local governments and regional agencies have been very successful in protecting agricultural and open space lands through out both counties. The western parts of counties include important watershed lands for the Bay Area as well as vast park lands, nearly all of which is managed with cattle grazing. In addition to cattle production, primary crops in the counties include vineyards, hay, corn, and tomatoes.

Learn more about

- [UC ANR](#) and [UC ANR Mission Statement](#).
- UC ANR administers [Statewide Programs and Institutes](#) that focus research and extension on solving priority problems that engage ANR academics and UC faculty in integrated teams
- UC ANR [Strategic Initiatives](#) help unify, communicate, and advocate for the work we do.
- UC ANR uses seven [Public Value statements](#) to communicate how our work makes a difference to the public.
- UC ANR academics are expected to share and exhibit UC ANR's commitment to UC ANR's [Affirmative Action policy](#)
- UC ANR academics are expected to share and exhibit UC ANR's commitment to [Diversity, Equity and Inclusion](#)
- 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.

How to Apply

If interested in this position, please visit: <https://recruit.ucanr.edu/> and choose "applicants" (refer to position #24-16)

Closing Date: To assure full consideration, application packets, including a candidate research and DEI statement, must be received by **October 21, 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> 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.