

## **Assistant- Associate Specialist in Nutrient Management UCCE Kings County**

**100% Time - Represented**

### **Position Overview**

The University of California, Agriculture and Natural Resources (UC ANR) invites applications for an **Assistant-Associate Specialist (non-CE) in Kings County**.

**Location Headquarters:** Kings County, Hanford, California

### **Purpose:**

The Specialist will assist an extension-based applied research program addressing plant nutrition and soil fertility, and opportunities that influence agricultural producers' transition to economically viable, environmentally sustainable, regenerative, and equitable practices. The candidate will work to develop effective ways to meet the needs of producers (who have diverse scales and resource capacities) and help them overcome environmental-related challenges as they transition to practices based on sustainable principles and disseminate findings on new management solutions that benefit farmers, farmworkers, communities, and society more broadly.

### **Responsibilities:**

The Specialist is expected to use their professional expertise to make scientific and scholarly contributions to the research enterprise of the University and to achieve recognition in the professional and scientific community. This will include presenting research results at professional meetings and publishing manuscripts of research results in peer-reviewed journals.

### **Research and Extension (90%)**

- Engage and support in applied research on nutrient management of on-farm transitions to sustainable systems. Collaborate with UC ANR leadership and other UC colleagues to operationalize a research program.
- Meet weekly with PI and project collaborators to discuss results and interpretations of data collected to plan future projects and experiments.
- Collaborate with producers, businesses, policymakers, government agencies, and extension and research colleagues on relevant research and outreach projects.
- Provide and coordinate outreach and assistance to producers and producer organizations, commodity groups, food businesses, and community organizations, to provide information on opportunities of innovative sustainable agriculture methods.
- Develop tools and resources (in languages used by target communities, when possible) that support education and assistance for farmers, farmworkers, and those that serve them, on strategic opportunities, including but not limited to innovative agricultural practices.
- Document, publish, and share project work and accomplishments in peer-reviewed journals and through other publications that are relevant to and will reach key audiences.

- Develop and submit funding proposals, fulfill project objectives, and write grant reports, which includes evaluation of outcomes.

#### **Professional Competence and Activity (5%)**

- Attend seminars on topics related to fields of interest.
- Attend the annual Pistachio Workgroup Meeting, Plant Science Symposium, with the opportunity to attend additional conferences.
- Participate in training programs to enhance knowledge and skills.

#### **University and Public Service (5%)**

- Lead tours, give presentations, and provide training to visiting scientists, industry representatives, and undergraduate students.
- Participate in activities of committees within the department, college, campus, and other University entities, as appropriate.

**Reporting Relationship:** The Specialist is administratively and programmatically responsible to the Cooperative Extension Pomology and Water/Soils Area Advisor in UCCE Kings County.

#### **Required Qualifications:**

**Education:** A master's degree or other advanced degrees in the disciplines of Plant Sciences, Plant Biology, and/or closely related fields is required by the appointment start date.

#### **Additional Qualifications:**

- At least two years of experience working professionally in extension and/or applied research in the agriculture sector, or related context. This may include relevant experience as a graduate student or staff researcher.
- Demonstrated ability to think and act creatively in providing education and/or outreach.
- Understanding of and commitment to equal opportunity and diversity, equity and inclusion.
- 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.
- 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.

#### **Desired Qualifications:**

- Excellent writing skills and a record of successful grant/funding applications.
- Strong technical background in physiology and biochemistry of plant nutrient uptake and applied plant science experimental design and statistical analysis (SAS, R studio).
- Record of publications in scientific journals.

**Skills Required:** To be successful, the Specialist requires skills in the following areas:

#### **Technical Competence and Impact**

- Ensure clientele needs are assessed, and develops program goals to successfully meet clientele needs, in alignment with UC ANR's statewide Strategic Vision and initiatives.
- Maintain and promote UC ANR's credibility by providing science-based knowledge and skills independent of personal or parochial interests.
- Represent UC ANR locally in a professional manner.

### **Communication**

- Demonstrated excellence in written, oral, interpersonal and information technology communication skills.
- Skills to communicate and extend technical information to diverse audiences are required.
- Ability to give presentations at seminars and continuing education functions.

### **Collaboration, Teamwork and Flexibility**

- Demonstrated ability to work collaboratively as a team member with others.
- Able to adapt as circumstances warranted.
- Promote diversity, equity and inclusion.

### **Lifelong Learning**

- Demonstrated commitment to ongoing self-improvement - both professionally and as a person.

## **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. 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.

## **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.

## Salary & Benefits

**SALARY:** The salary will be in the Assistant Specialist Rank, Step 1- \$61,300 to Step 3- \$68,300 or in the Associate Specialist Rank from Step 1- \$73,000 to Step 2- \$76,500. For information regarding the Specialist series salary scales, please refer to: <https://www.ucop.edu/academic-personnel-programs/files/2024-25/july-2024-scales/t24-b.pdf> This is a represented position.

This appointment is a limited term appointment with an initial appointment term of one-year. The position may be extended based on the continued need for the position, performance and availability of funding. The merit cycle is every two years.

**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 holidays. 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 #24-14)

**Closing Date:** To ensure full consideration, application packets must be received by **October 6, 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> and the [UC ANR Green Card Sponsorship Guidelines & FAQ's](#) for reference.

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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.