

Associate Director for Sustainable Food Economies

UC Sustainable Agriculture Research & Education Program (UC SAREP) - Academic Coordinator III

Position Overview

The University of California, Agriculture and Natural Resources (UC ANR) invites applications for an **Associate Director for Sustainable Food Economies**, University of California Sustainable Agriculture Research & Education Program (UC SAREP), **Academic Coordinator III**.

Location Headquarters: UC ANR, Davis, CA or Hansen Research and Extension Center, Camarillo, CA

Purpose: The UC SAREP Associate Director for Sustainable Food Economies will provide statewide leadership, coordination, and oversight for programs supporting local and regional food systems in California, with a focus on economic opportunities for diverse farm and food businesses operating sustainable production, processing, and distribution systems. The Associate Director will lead UC SAREP's food systems programs and will direct the UC Master Food Preserver (MFP) Program, with guidance from the UC SAREP Director.



This position will support existing programs such as education and technical support for food hubs, agritourism, and institutional procurement and will pursue new opportunities to integrate statewide programming across the food supply chain, working in coordination with other Associate Directors and program leaders within an expanded statewide program. The Associate Director will enhance UC SAREP's ability to support a diversity of sustainable farm and food businesses involved in local and regional marketing, aggregation, transportation, processing, preservation, and procurement of crops and food products. This position will work to increase sustainability within California food systems, such as by decreasing food waste, supporting food sovereignty, and increasing equitable access to healthy, sustainably produced foods for local communities.

UC SAREP is a statewide program of UC ANR with a mission for research and education supporting agriculture and food systems that are economically viable, conserve natural resources and biodiversity, and enhance quality of life and equity in California communities. We envision a farming and food system that supports resilience through diversified production, marketing, and distribution systems; values all food system workers and supports their wellbeing; contributes to the health and vitality of urban, rural and Tribal communities; uses resources in a way that protects the environment in trust for future generations; and reflects the ethnic, linguistic, and cultural diversity of California. UC SAREP supports the UC ANR Small Farms Network, UC Master Food Preservers, and UC Organic Agriculture Institute and works to find synergies and develop interdisciplinary and cross-program collaborations from production to marketing along the food supply chain.

Programmatic Responsibilities

- Lead statewide efforts to support local and regional sustainable food systems and increase economic opportunities for a diverse clientele of farm and food business operators through outreach, technical assistance, extension and applied research activities.
- Provide statewide leadership and oversight to the UC Master Food Preserver (MFP) Program and oversee its expansion to include training for value-added product development, Cottage Foods Operations, and preservation methods for crops valued by diverse cultural communities.
- Oversee budget of large statewide contracts and grants for UC SAREP food systems activities and the UC MFP Program.
- Collaborate with the UC SAREP Director to develop new sources of funding, including preparing large grant applications, seeking philanthropic donations, and building relationships with local, state, and federal agencies.
- Synthesize research-based information and needs assessments to communicate impacts, challenges, and opportunities for sustainable food systems at a state and national level through engagement with partner organizations, policy makers, state and federal agencies, and other stakeholders.
- Lead preparation of collaborative peer-reviewed journal articles, conference presentations, policy papers, and technical memoranda presenting best practices for outreach and extension, challenges and opportunities for sustainable farming and food businesses, and policy recommendations.

Leadership

- Lead strategic planning and visioning efforts for the UC MFP and UC SAREP food systems programs, in collaboration with the UC SAREP Director.
- Build the capacity of UC SAREP to support sustainable economic development through interdisciplinary collaborations across UC SAREP programs, with UC ANR advisors and specialists, and through community partnerships.
- Supervise UC SAREP statewide academic and staff positions in food systems, economic development, and the MFP Program.
- Provide direction to the MFP Program Manager in oversight of county-based MFP coordinators and over 400 MFP volunteers.
- Coordinate professional development activities for MFP and food systems academics and staff.
- Contribute to increasing diversity, equity, and inclusion within UC SAREP programs.



Counties of Responsibility. This position is focused on work across the state and will coordinate activities across multiple counties and regions. Travel to UC SAREP meetings and field visits to sites conducting program activities is expected.

Reporting Relationship: The Associate Director for Sustainable Food Economies serves under the administrative and programmatic guidance of the UC SAREP Director.

Qualifications and Skills Required

Required Qualifications

Education: A minimum of a Master's degree in a discipline relevant to the position, such as food systems, food science, agricultural economics, nutrition, community development, agricultural business, economics, geography, agroecology, or policy, or a related field providing content expertise in marketing, aggregation, processing, preservation, and/or procurement of produce and food products is required at the time of appointment.

Additional Requirements

- Demonstrated program leadership in extension or in a related field such as food policy, community development, nutrition, food sovereignty, or adult education.
- Demonstrated commitment to developing program activities based on priorities expressed by diverse communities of stakeholders.
- Demonstrated subject matter expertise in an academic discipline relevant to local and regional food systems, food processing, distribution, or marketing, sustainable agriculture, and/or community and economic development.
- Ability to build, support, and lead diverse teams and promote a culture of inclusivity and belonging.
- Track record of fundraising through extramural funding and/or development opportunities.
- Effective project management skills and ability to evaluate program impacts.
- Strategic planning and visioning skills to determine new directions for program activities, funding sources, and interdisciplinary collaborations.
- Administrative experience including managing contract and grant budgets, reporting and evaluation, and understanding and following institutional policies.
- Experience supervising staff, students, or volunteers including performance management, conflict resolution, and team building skills.
- Strong commitment to diversity, equity and inclusion both for UC ANR employees and for external partners and clientele served by UC ANR programs.
- Ability to travel on a flexible schedule as needed. 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

- Familiarity with inclusive educational and outreach methods relevant to the diversity of farming and food business operators and communities in California.
- Experience of working across multiple disciplines in whole systems approaches that consider multiple elements of agricultural and food systems as complex coupled human and natural systems.
- Professional accomplishment in applied, stakeholder-driven research in a field such as agricultural or environmental economics, food science, food policy, food sovereignty, or another relevant discipline.
- Familiarity with local, state, and federal policies and agencies relevant to food systems.
- Strong diplomatic skills to engage in dialogue and creative problem-solving with diverse groups of stakeholders and partners.
- A PhD or at least three years of experience relevant to extension education, program administration, team leadership, applied food systems research, or community and economic development is preferred.

Skills Required – UC ANR Academic Coordinator III

Technical Competence and Impact: Strong understanding of key concepts related to food systems, community and economic development, extension education, and environmental, social, and economic sustainability. Ability to design and assess outreach and education programs that lead to positive changes within local communities that can extend to regional, state, and national impacts.

Communication: Demonstrated excellence in written, oral, interpersonal, and virtual communication skills. Ability to communicate effectively with diverse stakeholders and to share complex information in a manner tailored to the audience, including communications to policy makers, funders, and other external stakeholders.

Collaboration, Teamwork and Flexibility: Demonstrated ability to work collaboratively as a team member with others in a collaborative leadership model and matrixed team environment. Ability to facilitate communication and coordination among multiple team members and related programs. Ability to adapt programs and activities as stakeholder, program, and organizational needs change.

Lifelong Learning: Demonstrated commitment to ongoing professional improvement.

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/Professional_Development/files/355229.pdf

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 250 UC ANR academics conduct research, extension, and education serving all 58 counties from 70+ locations, including county-based UCCE offices, 13 statewide programs and institutes, and 9 research and extension centers. 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

<p><u>University of California Agriculture and Natural Resources (UC ANR)</u></p>	<p>UC ANR <u>Statewide Programs and Institutes</u> focus research and extension on solving priority problems that engage ANR academics and UC faculty in integrated teams</p>
<p><u>UC ANR Mission Statement</u></p>	<p>UC ANR <u>Strategic Initiatives</u> help unify, communicate, and advocate for the work we do.</p>
<p><u>UC SAREP</u></p>	<p>UC ANR <u>Public Value statements</u> communicate how our work makes a difference to the public.</p>

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.

UC ANR academics are expected to share and exhibit:

- UC ANR's commitment to UC ANR's [Affirmative Action policy](#)
- UC ANR's commitment to [Diversity, Equity and Inclusion](#)

Salary & Benefits

Salary: The beginning salary will be in the Academic Coordinator III series and commensurate with applicable experience and professional qualifications. The step placement in this series is based on experience. For more information, please refer to the [Academic Coordinator series salary scales](#).

The Academic Coordinator position is a three-year renewable term appointment. Performance in this position is evaluated annually, with merit actions evaluated every three years. Upon completion of a successful review, you may be reappointed for another definite term. Our intention with this definite term appointment is to reappoint based on positive performance reviews, the continuing need for the position, and funding availability.

Internal UC ANR candidates are encouraged to apply. Current CE Advisors and CE Specialists may apply and hold their current position or move to an AC III with an underlying 0% CE Advisor/CE Specialist title, assuming they have indefinite status.

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. For more information, refer to the UC Benefits website at: <http://ucnet.universityofcalifornia.edu/>

How to Apply

Please visit: <https://recruit.ucanr.edu/> and choose “applicants” (refer to position #24-10)

Closing Date: To ensure full consideration, application packets must be received by **November 18, 2024** (open until filled)

Questions?

Contact Tatiana Avoce; 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.