

# Cooperative Extension Disaster Resilience, Planning, and Policy Area Advisor

## Serving San Luis Obispo, Santa Barbara, and Ventura Counties in California

### Position Overview

The University of California, Agriculture and Natural Resources (UC ANR) invites applications for a **UC Cooperative Extension (UCCE) Disaster Resilience, Planning and Policy Area Advisor**. The successful candidate will implement an innovative extension education and applied research program to help solve California's challenges related to disaster resilience. The expected focus of the Disaster Resilience, Planning and Policy Area Advisor is to address the local needs and issues related to identifying, mitigating, and preparing local communities for natural disasters to improve resilience and limit harm, especially among the most vulnerable communities. The ideal candidate will have a demonstrated commitment to building partnerships and creating opportunities for meaningful engagement to inform applied research and extension efforts in support of creating a more resilient California.

**UCCE Advisors** are responsible for applied research and extension of knowledge. Applied research activities are mission-oriented and focused on addressing our communities' challenges. Extension of knowledge includes educational activities, to share research results with local communities to increase knowledge of science-based research, and support adopting practices and technologies to solve problems. Extension methods may include individual consultations, presentations, volunteer and community partner trainings, organizing educational workshops and short courses, field demonstrations, farm calls, and site visits. Extension may also include radio and mass media outreach, webinars, fact sheets, policy briefs, news blogs, and social media. UCCE Advisors are expected to publish work in various formats, such as newsletters, articles for the popular press, curriculum, conference proceedings, and peer-reviewed publications. Successful applied research and extension programs result in new knowledge generated within local communities, in support of skill-building, or policy adoption, resulting in improved environmental, health, positive youth development, agricultural, economic, and/or social conditions. UCCE Advisors are evaluated through a peer review system based on four criteria: extending knowledge, applied research and creative activity, professional competence and activity, and University and public service.

**Location Headquarters:** UCCE Office at 2156 Sierra Way, Ste. C, San Luis Obispo, CA.

### Position Details

The Disaster Resilience, Planning, and Policy Area Advisor is responsible for assessing local community needs and strengths related to disaster preparedness, response, mitigation, and/or recovery efforts as well as advancing research to policy efforts that uplift the needs, expertise, and priorities of Indigenous, rural, and underserved communities in the Counties of San Luis Obispo, Santa Barbara, and Ventura. The goal of this position is to engage with stakeholders before a disaster to provide research and mitigation strategies designed to limit potential impacts of the disasters. The area advisor will co-develop their research and extension

program in partnership with county departments (e.g. Emergency Operation Services (EOS), Planning & Building, Agricultural Commissioner, Public Health) and other relevant agencies and community organizations. The area advisor will also work closely with the UC ANR Disaster Preparedness and Resilience Team. Research will include a holistic and applied research approach that bridges understanding of social, political, and environmental factors, leveraging the advisor's subject-matter expertise with expertise from across UC ANR to assess and mitigate the vulnerability of specific sectors (e.g. agriculture, land use planning, energy, water, housing, food) and populations to climate and disaster risk. Key research areas or topics of inquiry may include: a) understanding how a changing climate will impact local risk factors for disaster events such as fire, drought, extreme weather, and/or flooding and amplify existing inequalities, such as food insecurity, houselessness, poverty, and disease, and develop strategies to limit resulting harms; b) understanding and developing culturally responsive disaster preparedness and post-disaster recovery efforts, centering the priorities, concerns, and capabilities of diverse communities, and the place-based organizations that support them. The advisor will contribute to regional and statewide policy dialogue on building a more resilient California.

Extension education activities may include (a) working with county departments, non-profit organizations, and other government agencies to conduct a needs/assets assessment with communities to inform future disaster planning (b) assessing the resilience of various sectors (food, water, housing, energy, transportation, agriculture, land use planning, etc.) and facilitating strategic planning to prepare for and respond to disaster in culturally appropriate and equitable ways, and (c) co-developing strategies with communities to increase culturally-responsive and inclusive disaster resilience priorities which may include increasing water and food security, climate adaptation, landscape restoration, food safety, housing security, fire resilient buildings and landscapes, planning for emergent pests and diseases, safe working conditions during extreme weather events, and/or resilient local and regional power infrastructure to ensure equitable, safe, and secure access to water, food and power. This is an exciting opportunity to develop and deliver relevant program content to have meaningful impacts in local communities.

This position will significantly add to UC ANR's capacity to network with and across California's diverse communities. This advisor will leverage the expertise of and contribute to ANR's Fire, Water, Food System and Health Resilience networks. The area advisor will collaborate closely with some of the following entities as appropriate: UC ANR Disaster Preparedness and Resilience Team, UCSB's Fire Ecology and Management Specialist, UC SAREP, UC IGIS, CIWR, the Research to Policy, Climate Change, California Communities, & DEIJ PTs, CalNat Climate Stewards, and Disaster Workgroup, and local advisors. Other organizations and agencies for collaborations include: the UC Disaster Resilience Network, Extension Disaster Education Network (EDEN), Rural Community Assistance Corporation, USDA Rural Development, CDFA Farm Equity Office, Office of Emergency Services, CAL FIRE, Department of Water Resources, county governments, RCDs, Nation Firewise Communities and Fire Safe Councils.

**Counties of Responsibility:** This position has programmatic responsibilities in the Counties of Ventura, Santa Barbara and San Luis Obispo. 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 CE Advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) Area Director for San Luis Obispo, Santa Barbara, and Ventura Counties.

## Qualifications and Skills Required

**Education:** A minimum of a master's degree in community or rural development, ecology, food safety, geography or related social sciences, land use planning, or related fields is required at the time of appointment.

### Key Qualifications

- Experience in planning, community development, food safety, or ecology in relation to disaster resilience
- 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.
- 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.

### Additional Skills Required

- Interest in and desire to pursue a career in Cooperative Extension.
- 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.
- 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 community. The ability to work with clientele and collaborators across a wide range of demographic groups, technical backgrounds, literacy levels, and socio-economic classes is essential.
- 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.

## 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 Ventura, Santa Barbara, and San Luis Obispo, Counties

The central coast counties of Ventura, Santa Barbara, and San Luis Obispo include highly productive agricultural regions and also large urban areas, including Ventura, Oxnard, Camarillo, Thousand Oaks, Simi Valley, Santa Barbara, Santa Maria, San Luis Obispo, and Paso Robles. The area includes beautiful coastal areas, rangeland, and the Los Padres National Forest and travel time between UCCE offices can take over 2.5 hours. UCCE advisors and community education specialists in the region are innovators and problem-solvers who co-develop science-based solutions with local communities. The 4-H Youth development programs in the central coast counties are well-supported by 4-H volunteers and staff and include innovative program delivery models that incorporate collaboration with other UCCE programs and the Hansen Research and Extension Center to reach youth in underserved communities and provide hands-on learning in agriculture, leadership, civic engagement, and healthy living.

### 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 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 range for this Cooperative Extension Advisor position is Assistant Rank, Step I (\$85,600) to Step VI (\$105,200). 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 of the [ANR Policy and Procedure Manual \(PPM\)](#).

**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 #24-27) An in-person finalist interview may be required as part of the search process.

**Closing Date: To ensure full consideration**, application packets must be received by **January 7, 2025**– (Open until filled)

## Questions?

Contact Tatiana Avoce; email: [tavoce@ucanr.edu](mailto: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.

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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.