

Cooperative Extension Area Irrigation Advisor Serving Tulare, Fresno, Kings and Madera Counties

Position Overview

The University of California, Agriculture and Natural Resources (UC ANR) invites applications for a UC Cooperative Extension **Area Irrigation Advisor, serving Tulare, Fresno, Kings and Madera counties**. The successful candidate will implement an innovative multi-county extension education and applied research program that will focus on optimizing irrigation practices, maximizing net farm income, conserving natural resources and enhancing environmental protections. 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. Research activities are applied, needs-based, mission-oriented, and focused on addressing our communities' challenges. Extension activities are the educational practices Advisors use to share research results directly with clientele and communities to increase their knowledge and understanding of science-based research results to support and promote the adoption of practices and technologies to solve problems. Extension methods may include individual consultations, presentations, organization of 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, curriculums, conference proceedings, and peer-reviewed publications. Successful research and extension programs result in new information that improves knowledge or understanding and adoption of new skills, practices, changed attitudes, 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: Kearney Research and Extension Center (KARE), 9240 S. Riverbend Ave., Parlier, CA 93648

Position Details

The Area Irrigation Advisor will implement an innovative multi-county extension education and applied research program related to irrigated crop production and associated ecosystem services in Tulare, Fresno, Kings and Madera Counties. The program will focus on irrigation systems to increase crop production efficiency and profitability, protect natural resources, and increase economic prosperity in California. Important crops in the region include almonds, pistachios, grapes (table, wine, and raisin), citrus, stone fruits, tomatoes, and field crops such as corn and alfalfa. Program leadership may be provided through research and extension to increase water use efficiency, crop production efficiency, profitability and sustainability to support a diverse and resilient agricultural industry in the Central Valley. Potential focal issues for the program may include irrigation and water resources, groundwater recharge, nutrient management, and healthy soils. Building climate-resilient

communities and ecosystems is critical for farmers in this to ensure their farms remain viable in the face of climate extremes and uncertain water future.

The Area Irrigation Advisor will develop an applied research program to address critical issues facing agronomic cropping systems in the four counties. The focus of the applied research program will be based on clientele needs assessments and partnerships with campus and county-based colleagues to address topics related to water quality and water use efficiency; nutrient management and soil fertility; improvement; and other issues related to field crop production in conventional and organic systems. Additional focal areas may include projects to help farmers remain profitable in the face of climate change and to address new State policies such as sustainable groundwater management act (SGMA) and agricultural water use regulations. The CE Advisor will have opportunities to secure support funds for research and extension activities from various sources and may partner with other colleagues to secure research funds.

The CE Advisor will be expected to collaborate in knowledge creation and extension with key clientele including growers, farm managers, Certified Crop Advisors, , groundwater sustainability agencies, and other stakeholders. Other key clientele may include allied industry partners, commodity groups, irrigation districts, resource managers, conservation/environmental groups, and state or federal agencies. Science-based research results and other educational information will be disseminated using a variety of methods including individual consultations, presentations at grower and industry meetings, workshops, short courses, field demonstrations, UC ANR publications, peer-reviewed journals, newsletters, technical reports to commodity boards/funding agencies, various web-based tools (e.g. online classes, informational repositories, social media), and public media outlets.

Programs will be developed and conducted in collaboration with other UC ANR academics including Advisors, Specialists, the Water Resources Program Team, Climate Change Program Team, Vegetable Crops Program Team, related workgroups, and UC Sustainable Agriculture Research and Education Program (SAREP). The proposed position is housed at Kearney Agricultural Research and Extension Center (KARE) in Parlier, CA, providing opportunities for research, collaboration and networking with growers, CE specialists and faculty, thereby strengthening our connections, outreach, and inclusivity to reach diverse clientele. Potential research partners and collaborators include USDA-Agricultural Research Service, USDA Natural Resources Conservation Service, Resource Conservation Districts, Certified Crop Advisors, and irrigation districts, all of which have deep knowledge of water use in the area and have historically been supportive of UCCE. Additional partners for outreach include non-government organizations, and farmer-to-farmer learning networks such as the CA Farm Demonstration Network.

Counties of Responsibility. The position is housed at the Kearney Agricultural Research and Extension Center (KARE) in Parlier and serves the counties of Fresno, Tulare, Kings and Madera, CA.

Reporting Relationship: The CE Advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) Area Director of Fresno County with input from other County Directors and the KARE Director. 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 and fieldwork in the geographic area covered by this position will be outlined upon hire by the respective directors and supervisors.

Qualifications and Skills Required

Required Qualifications

Education: A minimum of a Master's degree related to irrigation science, agricultural engineering, nutrient management, soil fertility and nutrition, crop water use, or a related field is required at the time of appointment.

Key Qualifications

- 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.
- As a condition of employment, the finalist will be required to disclose if they are subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct, are currently being investigated for misconduct, left a position during an investigation for alleged misconduct, or have filed an appeal with a previous employer.
 "Misconduct" means any violation of the policies or laws governing conduct at the applicant's previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, discrimination, dishonesty, or unethical conduct, as defined by the employer.
[UC Sexual Violence and Sexual Harassment Policy](#)
[UC Anti-Discrimination Policy for Employees, Students and Third Parties](#)
[APM - 035: Affirmative Action and Nondiscrimination in Employment](#)

Additional Skills Required

- Interest in and a desire to pursue a career in UC Cooperative Extension
- Technical Competence and Impact: The candidate should understand key concepts to optimize engagement and development and be able to design and implement a program that leads to positive changes and impact within the community and beyond.
- Communication: Demonstrated excellence in written, oral, interpersonal and information technology communication skills.
- 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 other colleagues within UC ANR.
- 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.

Desired Experience

- Experience in irrigation, water use and efficiency, agricultural engineering, hydrology, crop production, and agricultural water regulations.
- Experience with the grower community 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.

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

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 KARE, Tulare, Fresno, Kings and Madera Counties

The headquarters of this position is at KARE in Parlier, CA. The center has achieved international acclaim for leadership in the development of new fruit, nut, and grape varieties, innovative cultural and irrigation practices, pest and disease management techniques, and postharvest biology. In addition, KARE plays a leadership role in maintaining the quality of California's rural environment, with programs in air and water quality and mosquito management. The four counties served by the position include Tulare, Fresno, Kings, and Madera counties. Tulare County's total gross production value for 2023 is \$7.87 billion with milk continuing to be the leading agricultural commodity in the county. The county is the home to more than 150 different commodities with more than 1.1 million acres of field crops and over 460,000 acres of fruit and nuts crops. Fresno County is the home to nearly 1.9 million acres of the world's most productive farmland with more than 350 different crops, contributing billions of dollars directly to the California economy and supporting about 20 percent of all jobs in the Fresno area. The gross value of all agricultural crops during 2023 in Kings County was \$2.1 billion with over 600,000 acres of field crops and 127,000 acres of fruit and nut crops. Madera County's total gross production for 2023 is 1.86 billion and the top four commodities are almonds, milk, pistachios, and grapes.

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 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 <https://ucanrpolicy.ellucid.com/documents/view/122/active/>

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 #22-43).

Closing Date: To assure full consideration, application packets must be received by **February 10, 2025** – (Open until filled). An in-person finalist interview may be required as part of the search process.

Questions?

Contact Mikyla Perez; 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.