

Associate Director for Small Farms

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 Small Farms, University of California Sustainable Agriculture Research & Education Program (UC SAREP) Academic Coordinator III**.

Location Headquarters: This position has statewide responsibilities and may be headquartered at any of the following locations: UC ANR, Davis, CA; Hansen Research and Extension Center, Camarillo, CA; or Kearney Agricultural Research and Extension Center, Parlier, CA.



Purpose: The UC SAREP Associate Director for Small Farms will provide statewide leadership, coordination, and oversight for small farms outreach, technical assistance, and applied research and extension activities within UC ANR and will direct the UC ANR Small Farms Network, with guidance from the UC SAREP Director. The Associate Director will join a growing team increasing access to resources, research-based extension support, and sustainable economic opportunities for small farms in California. This position will pursue new opportunities for interdisciplinary collaboration with multiple SAREP programs to enhance support for small-scale farms across the food supply chain within an expanded statewide program.

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 includes 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.

The **UC ANR Small Farms Network** assists small-scale family farms to thrive economically through extension support, bilingual and culturally relevant training, applied research on small-acreage and emerging specialty crops, and policy engagement. Small Farms Advisors and staff in several multi-county regions of California provide research-based extension support and technical assistance for crop production, regulatory compliance, marketing, and access to resources for environmental and economic resilience, with a focus on diversified farming systems, local and direct marketing, niche and emerging crops, and crops valued by diverse cultural communities. The Small Farms Network has a historic and current commitment to equity and inclusion for underserved and limited-resource farmers and serves as an information hub connecting diverse farming communities to the resources of the University of California.

Administrative and Programmatic Responsibilities:

Statewide Leadership and Strategic Vision:

- Lead interdisciplinary efforts within UC ANR to support economic viability and environmental sustainability for a diverse clientele of small-scale farmers in California through outreach, extension, applied research, and technical assistance.
- Provide leadership and oversight to the UC Small Farms Network team implementing multi-county extension and technical assistance for small-scale underserved farmers.
- Lead strategic planning and visioning efforts to drive innovation and build transformative programs expanding support for small farms in California, in collaboration with the UC SAREP Director.
- Identify new directions and expand programs based on feedback from diverse stakeholders including farmers, small farms staff and academics, community-based partner organizations, and public agencies.
- Communicate activities, accomplishments, impacts, and program needs to external stakeholders.
- Support and enhance diversity, equity, and inclusion within the Small Farms Network and UC SAREP.

Grant Management and Funds Development:

- Oversee large statewide contracts and grants supporting the Small Farms Network, including coordination and reporting of multi-county efforts, budget oversight, communication with funding agencies on progress, deliverables, and success stories, and evaluation of outcomes and impacts.
- Collaborate with the UC SAREP Director to develop new sources of funding for the Small Farms Network, including preparing large grant applications, engaging with philanthropic donors, and building relationships with local, state, and federal agencies.

Policy Communication and Engagement:

- Synthesize research-based information and needs assessments from county-based programs to communicate challenges and opportunities for small farms at a state and national level through engagement with partner organizations, policy makers, state and federal agencies, and other stakeholders.
- Lead preparation of co-authored peer-reviewed journal articles, conference presentations, and policy papers presenting best practices for supporting small farms, needs and challenges of small farms, and research highlighting crops, production systems, economics, and policy impacts for small farms in California.
- Engage with policymakers, industry representatives, partner organizations, public agencies, and community leaders and stakeholders to inform local, state, and federal policies relevant to small farms.
- Represent the UC ANR Small Farms Network on public committees, task forces, and working groups.

Program Administration:

- Coordinate evaluation and reporting of program activities and impacts.
- Supervise and mentor statewide staff and academic positions within the Small Farms Network.
- Collaborate with the UC SAREP Director and the Small Farms Program Manager to coordinate team building, capacity-building, and professional development for advisors, academic coordinators, and staff.
- May serve as a secondary supervisor and contribute to merit and promotion reviews for advisors affiliated with the Small Farms Network, following discussion with the advisor and UC SAREP Director.

Collaboration and Partnerships:

- Build capacity to support small-scale farms through interdisciplinary collaborations across UC SAREP programs, with UC Cooperative Extension advisors and specialists, and through partnerships with community-based stakeholders.
- Engage with UC ANR Small Farms Advisors and the Small Farms Workgroup to assess clientele needs, coordinate collaborative grant proposals, and identify resources to support county-based programs.
- Collaborate with UC ANR community and economic development initiatives to enhance economic development efforts for small farms and food businesses.

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 Small Farms serves under the administrative and programmatic guidance of the UC SAREP Director.

Qualifications and Skills Required



Education: A minimum of a Master's degree in a discipline of the agricultural sciences (such as horticulture, agronomy, plant science, agroecology, soil science, entomology, plant pathology, or weed science), environmental sciences, agricultural economics, policy, or a related field relevant to small farm agricultural production, management, economic viability, or regulatory compliance is required at the time of appointment.

Additional Requirements

- Demonstrated program leadership in extension or in a related field such as policy, community development, or adult education.
- Demonstrated subject matter expertise in an academic discipline relevant to agricultural production, economics, or policy with applicability to small farms.
- Demonstrated commitment to developing program activities based on priorities expressed by diverse communities of stakeholders.
- 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.
- Supervisory experience including performance management, conflict resolution, and team building skills.
- Diplomatic skills to engage in dialogue and creative problem-solving with diverse groups of stakeholders.
- Strong commitment to diversity, equity and inclusion both for UC ANR employees and for clientele served by UC ANR programs.
- 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 University vehicle.
- This position has programmatic responsibilities statewide and is not remote; the candidate must be available to work onsite at the headquarters and travel to other sites based on programmatic responsibilities. Specific expectations for maintaining office hours in the geographic area covered will be outlined upon hire by the UC SAREP Director.
- 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](#)

Desired Experience

- Familiarity with inclusive educational and outreach methods relevant to the diversity of small-scale farming communities in California.
- Demonstrated experience in developing and leading successful extension program and/or conducting applied, stakeholder-driven research.
- 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.
- Familiarity with local, state, and federal policies and agencies relevant to small farms.

Skills Required – UC ANR Academic Coordinator III

Technical Competence and Impact: Strong understanding of key concepts related to agricultural production, extension education, and environmental, social, and economic sustainability in farming and food systems. 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

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

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 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 #24-01)

Closing Date: To assure full consideration, application packets must be received by **March 10, 2025** (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/> 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.