**Position Title:** Area Natural Resources Advisor- Wildlife Management. This position is focused on human-wildlife conflict issues, with emphasis on natural resource areas.

**Position:** The CE Advisor will serve as an expert on wildlife species that impact or are impacted by human activities in Northern California, with emphasis in the San Francisco Bay Area. This CE Advisor will be at the nexus of livestock operators, land managers, scientists, wildlife advocates, and the public, and help facilitate productive understanding between groups sometimes at odds regarding wildlife management. This applied context is a specialized field combining wildlife biology, management, and conservation; environmental studies; rangeland science; and coupled socio-ecological systems. This will draw from social, political, and scientific networks to develop best management practices, as well as inform relevant public policy and legislation, specific to carnivores (e.g. mountain lions, coyotes, wolves, etc.) and other vertebrates (e.g. ground squirrels). Requirements include a Master’s Degree in wildlife management, natural resources management, or a closely related field, with an emphasis on wildlife management of vertebrate species. Field experience and/or course work in carnivore/rodent/ungulate/ avian management, Integrated Pest Management (IPM), and/or wildlife conservation are desirable. Experience conducting educational and outreach activities among diverse stakeholders with a wide variety of goals and perspectives is desirable as well.

The CE Advisor will conduct applied field and lab research designed to develop management tools and inform policy for mitigating human-wildlife conflict, including tools and policies that mitigate human-wildlife conflict issues while minimally impacting the natural environment. Key to the position is the development of extension outreach methodologies that lead to adoption of practices that reduce the risks from vertebrate pests and pest management practices to natural resource managers, farmers, ranchers, the food supply, people, and the environment. The CE Advisor is expected to review, support, and promote ANR IPM guidelines and practices.

**Justification**: Northern California is home to a rich variety of natural resources, as well as a deep cultural history of rangeland management, and a wide varity of human perspectives, presenting a unique set of management challenges. In addition, the cultural and political landscape has shifted away from traditional tools for responding to human-wildlife conflict, such as lethal removal and poison.

Human-wildlife conflicts are abundant in any habitats in which human ventures paths with wildlife, such as ranchlands, airport fields, open space park lands, etc. With old traditional tools falling into disfavor, new tools must be brought in to replace them. However, many state and federal agencies, NGOs, the general public, and land managers have conflicting views on which tools are most effective and cost efficient. These challenges create a growing need to develop effective, feasible, and socially acceptable tools for managing charismatic mega-fauna that will simultaneously protect livestock, wildlife, and human property alike.

It is expected that the Advisor will focus on human-wildlife conflicts in natural resource areas, specifically rangeland and open space parklands with a focus on predator, ungulate, rodent, and bird conflicts. For example, lethal tools have not been effective for preventing predations, and are falling in increasing disfavor with the public, however, little is known about the success of alternative tools. Predator management issues in California will almost certainly become more contentious and difficult to manage effectively as wolves continues to recolonize northern California. Due to a lack of human-wildlife conflict expertise in the state (see below), other human-wildlife conflicts occurring in the region will also have to be addressed. These issues include but are not limited to: 1. pocket gopher, beaver, rabbit, hare, elk and bear damage in pine and other forests, 2. elk and feral pig impacts to pastures and watershed lands, 3. ground squirrel damage,), and 4. deer damage on urban-wildland fringes (including vehicular collisions). Although the Advisor would not be expected to conduct research in all these areas, they will be expected to be knowledgeable on a broad range of issues.

There is currently a significant gap in expertise on human-wildlife conflict within UCANR, as well as expertise previously provided by other state agencies and institutions (e.g., California Department of Food and Agriculture, California Department of Fish and Wildlife, California Department of Pesticide Regulation, California State University). There is a need for a state-wide continuum in vertebrate pest management and human wildlife conflict resolution. Currently, there is one Specialist at UC Davis (Baldwin) and one Advisor in southern CA focused on urban issues (Quinn, IPM Affiliated Advisor). This proposed position is to serve northern California. These collective positions will build the core academics required to diversify research and extension programs to allow the development of an effective statewide human-wildlife conflict program. This position will support ANR Strategic Initiatives in Endemic and Invasive Pests and Diseases, Sustainable Food Systems, and Sustainable Natural Ecosystems.

**Extension:** The Advisor is expected to develop and deliver an extension program using existing knowledge and knowledge derived from his/her research program. A detailed needs assessment will be required at the position's onset to identify important wildlife conflict topics. The extension program is expected to support natural resource clientele and make policy recommendations, as well as provide programming to target audiences through print and popular media, social networks, public presentations, field days, and web-based media. Programmatic, training, and educational support will be provided to the existing network of northern California Advisors in support of their natural resource programs. Other clientele groups include agricultural organizations, and government as well as NGOs.

**Research:** The Advisor will be expected to conduct collaborative and independent applied research on private and government properties. This research will be issue based, directed toward pragmatic solutions to human-wildlife conflict issues. Whenever possible, the Advisor is encouraged to use field research opportunities for hands-on teaching through CE Advisor collaboration.

**ANR Network:** The Advisor will act as a strong link between natural resource issues, CE Advisors, and campus resources (e.g., AES and CE faculty at both UC Davis and UC Berkeley) in matters related to human-wildlife conflict resolution in northern California with a focus on the San Francisco Bay Area. The Advisor will network with AES faculty (e.g.,Eadie, Todd, Van Vuren, Middleton), CE Specialists (e.g., Baldwin, Macaulay, Roche), and numerous Advisors (e.g., Quinn, Larson, Barry, Lile, Snell, Stackhouse, Davy, Schohr).

**Network External to ANR:** The Advisor will network with academic (UC and CSU) and non-academic institutions. The Advisor will collaborate with other groups involved with carnivore and other vertebrate pest damage management (APHIS, USDA Wildlife Services, CDFW, wildlife pest control operator associations, NRCS, etc.) on extension and research activities. The Advisor will collaborate with the UCSC Puma Project to dovetail ongoing ecological research with new depredation prevention research. The importance of interaction with nonprofit and conservation organization should also be recognized.

**Support:**  UCCE San Mateo will provide limited administrative support, office, land line, internet access, IT support, and some livestock and land for research.

**Other Support:** Competitive funding opportunities are available through the federal agencies such as the National Science Foundation, Federal and Regional IPM grants, CDFA grants, and the CDFA Vertebrate Research Advisory Committee, as well as non-profits such as the American Museum of Natural History, National Fish and Wildlife Foundation, Animal Welfare Institute, and Summerlee Foundation.

**Location:** UCCE San Mateo, Elkus Ranch. This location is embedded within a rangeland community and surrounded by public and private land with abundant carnivore/livestock interactions that would serve as a natural laboratory suitable for applied research.

**Developed and proposed by:** Bay Area Staffing Plan Committee, County Directors Wei-ting Chen, Sheila Barry, and Rob Bennaton in collaboration HREC Director Kimberly Rodriguez and County Director Stephanie Larson. Support in developing the position was also provided by San Mateo County Agricultural Commissioner and Board of Supervisors, State Senator Jerry Hill’s office, and the UCSC Puma Project.