

## **IPM Entomology Farm Advisor** **Applied Research and Extension**

### **Serving Monterey, Santa Cruz and San Benito Counties, California**

#### **Position Overview**

The University of California, Agriculture and Natural Resources (UC ANR) offers a unique recruitment opportunity for a **UC Cooperative Extension (UCCE) IPM Entomology Farm Advisor**. UC ANR operates a statewide network of researchers and educators dedicated to the development and application of knowledge to address local agricultural, environmental and health issues. Over 150 UC ANR UCCE advisors conduct research, outreach and education from locally based CE offices serving all 58 counties from 70+ locations throughout the state. Our mission is to bring the University of California directly to Californians through research, extension and education programs that support:



- Sustainable, safe, and nutritious food production and delivery
- Economic success in a global economy
- A sustainable, healthy, and productive environment
- Science literacy and youth development

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 UC system.

**Location Headquarters.** Salinas, Monterey County, CA

**Purpose:** Research and extension will address high-priority issues related to ecologically and economically sound integrated pest management programs. Emphasis is expected to be on interdisciplinary projects that affect cool-season vegetables including leafy greens, such as lettuce, and cole crops, such as broccoli, along with other crops including strawberries and other berries, ornamental and nursery plant production and local specialty crops.

This is an exciting opportunity to do research and provide research-based education on pest and pesticide-safe management practices to enhance production efficiency and profitability and to help protect the environment. Opportunities abound to build

**Applied Research:** The IPM Entomology Farm Advisor (CE advisor) will implement an innovative and applied research program to provide science-based solutions to address current and emerging issues in Integrated Pest

Management and Entomology associated with agricultural production. The applied research will be based upon a needs assessment and may include partnerships with a variety of campus and county-based colleagues and local agricultural producers as well as other partner organizations. Field research may take place on private lands, public lands, tribal lands, and UCANR Research and Extension Centers.

Partnerships with USDA, PCAs, growers, agencies, and other interested parties (e.g., California Strawberry Commission, California Leafy Greens Board, public and private companies, and the USDA, CDFA and CDPR research support programs) are expected.. The CE advisor joins a team of highly motivated UCCE colleagues who are passionate about their work and are dedicated to making a difference within the communities and throughout California. The potential for collaborative projects within the UC ANR system is nearly limitless. The CE advisor will be a key member of the UC Statewide IPM Program's (UCIPM) academic team.

**Extension and Education:** Extension education activities include the dissemination of science-based research results and educational information using a variety of methods, including individual consultations, presentations at, agency, and industry meetings, workshops, short courses, tailgate meetings, and field demonstrations. Dissemination methods further include radio outreach, collaborations with external partners, publications and newsletters in UC ANR and peer-reviewed journals, public comments and policy papers, technical reports to public agencies, and use of contemporary and emerging electronic tools (such as online learning, web content systems and repositories, and social media), along with specialized and public media outlets. Bilingual outreach in relevant languages is a key component of this position. The advisor will supervise and/or provide programmatic guidance to county-based staff in the UCANR county offices in Monterey, Santa Cruz, and San Benito Counties.

**Counties of Responsibility.** This position will be strategically located at the ANR UCCE Monterey County office and provide support for the Central Coast including Santa Cruz and San Benito Counties.

**Reporting Relationship:** The CE advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) Multi-County Director for Monterey, Santa Cruz and San Benito Counties and is programmatically responsible to the Director of the Statewide IPM Program.

## Qualifications and Skills Required

### Required Qualifications

**Education:** A minimum of a Master’s degree in entomology, pest management, or closely related field is required at the time of appointment.

### Additional Requirements

- A broad understanding of IPM principles, including knowledge of crop production, cultural and biological controls, and pesticide use.
- 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.
- 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.



- The CE advisor must obtain a Qualified Pesticide Applicator Certificate (QAC) prior to applying pesticides or supervising the application of any pesticide.

## Skills Required

To be successful, the CE advisor requires skills in the following area:

### Technical Competence and Impact

The candidate should have a deep understanding of pest management and be able to design and implement a program that leads to positive changes and impact within the community and beyond. There is an expectation that CE advisors evolve and grow across their career and respond to changes in the industry and by clientele.

### Communication

Demonstrated excellence in written, oral, interpersonal, and information technology communication skills. Public speaking to stakeholders is a routine part of this position.

Demonstrated ability to share complex information in a manner tailored to the audience.

### Collaboration, Teamwork and Flexibility

Demonstrated ability to work collaboratively as a team member with industry and other stakeholders. Able to adapt as circumstances warranted.

Aware and willing to actively promote diversity, equity, and inclusion.

### Lifelong Learning

Demonstrated commitment to ongoing self-improvement. Ability to shift program focus as times and organizational needs change.

**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>

## Desired Experience

- Ability to identify insects at the family level and be familiar with their life history.
- Practical field experience in entomology pest management and collaborating with private industry.
- Experience in conducting field research in agriculture; planning and implementation of broad, large-scale research and extension programs.
- An understanding of how public policy impacts agricultural management and producer decision-making.
- Passion and desire to pursue a career in Cooperative Extension.
- Experience in building partnerships and with multidisciplinary teams.
- Demonstrated ability to effectively plan projects, manage teams and implement an applied research and outreach program, including setting measurable goals and objectives.

## About UC ANR

The University of California, Division of Agriculture and Natural Resources (UC ANR) consists of a network of scientists and educators working in partnership across the state of California. We are committed to developing

and supporting healthy food systems, healthy environments, healthy communities, and healthy Californians. UC ANR administers Statewide Programs and Initiatives (SWP/I's) that focus research and extension on solving priority problems that engage ANR academics and UC faculty in integrated teams to work on complex issues requiring trans-disciplinary approaches; as well as UC Cooperative Extension (UCCE), which is responsible for program development and delivery in counties throughout the state.

### Learn more about

- UC ANR at <https://UCANR.edu>
- UC ANR in counties: [https://ucanr.edu/sites/ucanr/County\\_Offices/](https://ucanr.edu/sites/ucanr/County_Offices/)
- Our Strategic Initiatives <http://ucanr.edu/sites/StrategicInitiatives/>
- Our Public Value statements at: [https://ucanr.edu/sites/anrstaff/Divisionwide\\_Planning/UC\\_ANR\\_Public\\_Values/](https://ucanr.edu/sites/anrstaff/Divisionwide_Planning/UC_ANR_Public_Values/)
- DEI: Further to the above, CE advisors are expected to share and exhibit UC ANR's commitment to Diversity, Equity and Inclusion [https://ucanr.edu/sites/Professional\\_Development/Office - Team Management/Diversity Equity Inclusion Belonging/](https://ucanr.edu/sites/Professional_Development/Office_-_Team_Management/Diversity_Equity_Inclusion_Belonging/)
- Affirmative Action: Further to the above, CE advisors are expected to share and exhibit UC ANR's commitment to affirmative action. Learn more of UC ANR Affirmative Action policy: [http://ucanr.edu/sites/anrstaff/Diversity/Affirmative\\_Action/](http://ucanr.edu/sites/anrstaff/Diversity/Affirmative_Action/)
- 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 (\$79,500) to Step VI (\$100,900). Step placement in the CE 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://ucanr.edu/sites/anrstaff/files/118501.pdf>

**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 #22-29)

**Closing Date: To assure full consideration**, application packets must be received by **March 25, 2024** – (open until filled)

## Questions?

Contact Mikyla Perez; email: [mikperez@ucanr.edu](mailto:mikperez@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.

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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.