POSITION VACANCY ANNOUNCEMENT

University of California Cooperative Extension
Division of Agriculture and Natural Resources

LOCATION HEADQUARTERS: Yreka, Siskiyou County, California

SUBMISSION DATE: To assure full consideration, submit materials by July 6, 2018. Those received after July 6, 2018 may be considered if the position has not yet been filled. (open until filled)

POSITION PURPOSE: The Cooperative Extension (CE) advisor for agronomy will conduct a multi-county extension, education and applied research program focusing on all aspects of crop production and cropping systems. The CE advisor will develop and extend information that optimizes crop production and pest management technologies, while maximizing net farm income, conserving natural resources, and safeguarding the environment. The CE advisor also provides leadership in the development of forage cropping systems research in the intermountain sub-region.

Primary crops include alfalfa, small grains, grass hay, irrigated pasture, and specialty crops grown in the region. The general focus of the agronomic work will be on soil fertility and plant nutrition, irrigation management and efficiency, improved varieties, pest management (weeds, insects, and disease) and economics. The focus on weed science will address emerging issues with herbicide evaluation, general weed management, and herbicide resistant crops. Key clientele include forage crop producers, certified pest
control and crop advisors, and state and federal agricultural and resource agencies. Field research activities will be conducted primarily on private farms and ranches and the Intermountain Research and Extension Center located in nearby Tulelake, CA.

**BACKGROUND:** University of California, Division of Agriculture and Natural Resources (UC ANR), is the statewide division of the University of California that administers Cooperative Extension, which is responsible for local program development and delivery throughout the state of California. University of California Cooperative Extension (UCCE) is a network of colleagues with a focus on research, education programs, and outreach to resolve local challenges in communities where they live and work. UC ANR is the bridge between local issues and the power of UC Research. UC ANR’s CE advisors, CE specialists and Agricultural Experiment Station (AES) faculty develop and deliver practical, science-based solutions that contribute to healthy food systems, healthy environments, healthy communities, and healthy Californians. To learn more about UCCE in this vibrant community, visit: [http://cesiskiyou.ucanr.edu/](http://cesiskiyou.ucanr.edu/).

Our priorities in research, education, service, and resource allocation are guided by the UC ANR Strategic Vision ([http://ucanr.edu/About_ANR/Strategic_Vision/](http://ucanr.edu/About_ANR/Strategic_Vision/)). There are 5 strategic initiatives that ANR is currently focusing on: Endemic and Invasive Pests and Diseases (EIPD), Healthy Families and Communities (HFC), Sustainable Food Systems (SFS), Sustainable Natural Ecosystem (SNE), and Water Quality, Quantity and Security (WQQS). This position will primarily address priorities found in the Strategic Plans for the Sustainable Food Systems, Endemic and Invasive Pests and Diseases, and Water Quality, Quantity and Security Strategic Initiatives. The Strategic Plans for each strategic initiative can be found at [http://ucanr.edu/sites/StrategicInitiatives/](http://ucanr.edu/sites/StrategicInitiatives/).

**ACADEMIC EXPECTATIONS:** All UC ANR CE advisors are responsible for performance in the areas of 1) applied research and creative activity, 2) extension of knowledge and information, 3) professional competence and activity, and 4) University and public service.

**Research:** All UC ANR CE advisors develop and implement applied research programs to provide science-based information addressing complex issues. The applied research program will be based upon a needs assessment, and may include partnerships with a variety of campus and county-based colleagues. Research and collaboration with the Intermountain Research and Extension Center is strongly encouraged and supported. The CE advisor will be expected to interact with UC ANR Program Teams, CE specialists, CE advisors, and UCCE staff to develop, strengthen and expand the local delivery of statewide programs.

**Extension of Knowledge:** County and community partners have come to rely on UC ANR CE advisors as a critical resource for providing research-based information across a variety of disciplines. CE advisors disseminate appropriate, science-based information to inform clientele, using extension methods that are responsive to clientele needs and appropriate for the audience and situation. Science-based research results and educational information are 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, and an appropriate mix of contemporary and emerging electronic tools (such as online learning, web content systems and repositories, social media, impact and evaluation tools), along with specialized and public media outlets. Programs will be developed and carried out in collaboration with other UC ANR academics and appropriate statewide efforts including UC ANR Program Teams and Workgroups.

**Professional Competence:** All UC ANR CE advisors are required to demonstrate professional competence in their programmatic areas. Professional competence includes participation in training activities to enhance professional development, such as administrative trainings, professional conferences, or workshops. Professional competence also includes activities that reflect professional standing within the programmatic area, such as presenting at conferences or workshops, holding offices in professional societies, invited presentations, or reviewing/editing publications.

**University and Public Service:** All UC ANR CE advisors are required to actively serve the University, as well as the public. University service may occur at the local, division, state, national, or international levels. Examples of potential University service activities include serving on a university workgroup or committee, providing leadership in program teams, or advocacy efforts. Public service involves activities and events in which the incumbent uses their professional expertise to benefit groups or efforts outside the University. Examples may include serving on external boards or councils, participating in community events, and leadership of non-University collaborative groups.

**Major Responsibilities:**
- Develop and implement effective UC ANR Cooperative Extension applied research and educational programs to address the identified priority needs of the clientele that are consistent with ANR’s Strategic Vision and ANR initiatives [http://ucanr.edu/sites/StrategicInitiatives/].
- Conduct and report regular comprehensive needs assessments to identify priority issues or problems relevant to the local clientele groups being served.
- Conduct applied research designed to solve locally relevant problems and monitor change.
- Disseminate useful, science-based information to inform clientele, using extension methods that are responsive to clientele needs and appropriate for the audience and situation.
- Maintain and promote UC ANR CE’s credibility and visibility by participating in professional organizations and collaborating with government agencies, commodity groups, allied industry groups, and other organizations by providing independent science-based information and leadership.
- Evaluate programs and report accomplishments, results, and potential or actual impacts to scientific and lay audiences through a variety of outreach methods.
- Develop collaborative teams with other UC ANR academics, including CE specialists, AES faculty, CE advisors and/or others, to address priority issues for UC ANR.

**RELATIONSHIPS:** The CE advisor is administratively responsible to the UCCE Siskiyou county director.

**AFFIRMATIVE ACTION:** An understanding of and commitment to UC ANR's affirmative action goals and commitments is expected of all CE advisors. UC ANR Affirmative Action policy and information can be found at: [http://ucanr.edu/sites/anrstaff/Diversity/Affirmative_Action/]

**EDUCATION AND EXPERIENCE:** An minimum of an earned master’s degree, though other advanced degrees are encouraged, in disciplines such as plant science, agronomy, pest management, crop production, weed science or other closely related field is required by the appointment start date. Applicants must be within 12 months of completing their degree in order to be considered for the
position. An understanding of experimental procedures and data analysis is desired. Demonstrated ability in applied agricultural research and extension is preferred. The ability to build partnerships and to work with multidisciplinary teams to address production and environmental challenges is required. Excellent written, oral and interpersonal communication skills are required. The CE advisor must possess or obtain a Qualified Pesticide Applicator Certificate (QAC) or License prior to applying or supervising the application of any pesticide.

**SALARY:** Beginning salary will be in the Cooperative Extension Assistant Advisor Rank, and commensurate with applicable experience and professional qualifications. For information regarding Cooperative Extension Advisor salary scales, please refer to the University of California, ANR website: [http://ucanr.edu/sites/anrstaff/files/271532.pdf](http://ucanr.edu/sites/anrstaff/files/271532.pdf). If the successful candidate is currently a UCCE academic with indefinite status, the candidate will be offered the position commensurate with applicable experience and professional qualifications with eligibility to retain such indefinite status.

**BENEFITS:** The University of California offers comprehensive benefits including two days per month paid vacation, one day per month paid sick leave, and approximately thirteen paid holidays per year. This position is eligible for sabbatical leave privileges as per the terms of University policy. For more information, refer to the UC Benefits website at: [http://ucnet.universityofcalifornia.edu/](http://ucnet.universityofcalifornia.edu/).

**HOW TO APPLY:** To be considered, applicants must electronically submit the following four components of the Application Packet to ANRacademicsearch@ucanr.edu:

1. Cover Letter
2. ANR Academic Application Form— from the AHR website at: [http://ucanr.edu/sites/anrstaff/files/278846.pdf](http://ucanr.edu/sites/anrstaff/files/278846.pdf)
   Please do not send letters of reference.
3. CV or Resume
4. Statement of Contributions to Diversity: Please submit a 1-page Statement of Contributions to Diversity addressing past and/or potential contributions to diversity through personal experience, teaching, research, extension, professional activity, and/or service. This should include how you would ensure that all potential clientele have access and benefit from your program.

5. Statement of Research and Extension Interests: Please submit a 2-page Statement of Research and Extension Interests including how your current and/or past research and extension experience could contribute to, or be applicable to, the needs of the local community. Provide examples of potential goals and outcomes from your research and extension activities.

6. College Level Transcripts: Electronic transcripts or legible scanned copies (PDF) of original transcripts will be accepted. Transcripts must identify course work completed, grades earned, degrees conferred and confer dates.

**Application and associated materials will not be returned to the applicant.** A search committee will review all applications, interview candidates, and recommend individuals most suitable for the position.
Interview information:
Approximately 2 to 3 weeks after the submission deadline, applicants with appropriate and applicable education and experience will be invited to participate in a preliminary, remote interview.

The formal in-person interviews will take place approximately 2 to 3 weeks after the preliminary interviews for those applicants selected to proceed.

Applicants may wish to explore the UC Davis Services for International Students and Scholars web page at https://siss.ucdavis.edu/scholars_depts/permanent_residence.html as a resource.

For information regarding this position, please contact:
University of California
ANR Academic HR
Kim Ingram
(530) 750-1282
E-mail Address: anracademicsearch@ucanr.edu
Internet: http://www.ucanr.edu/jobs

PLEASE REFER TO POSITION NUMBER AP #18-01 IN ALL CORRESPONDENCE

The University of California is an Equal Opportunity/Affirmative Action Employer advancing inclusive excellence. 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.