



**University of California**  
Agriculture and Natural Resources

**POSITION VACANCY ANNOUNCEMENT**

**University of California Cooperative Extension  
Division of Agriculture and Natural Resources**

**Area Cooperative Extension Advisor  
Sustainable Orchard Systems  
Serving Butte, Glenn and Tehama Counties**

**AP #16-18**

**LOCATION HEADQUARTERS:** Oroville, Butte County, California

**SUBMISSION DATE:** To assure full consideration, submit materials by **February 3, 2017**. Those received after February 3, 2017 may be considered if the position has not yet been filled. (open until filled)

**POSITION PURPOSE:** The Area Cooperative Extension (CE) advisor for sustainable orchard systems will conduct a locally-based extension, education and applied research program to develop and integrate all aspects of fruit and nut tree production. The CE advisor will be responsible for developing a research and education program to address high priority production and pest management issues in tree fruits and nuts in Butte, Glenn and Tehama Counties, including walnuts, almonds, prunes, kiwifruit, citrus, olive, and other deciduous fruit and nut crops. The CE advisor will develop sustainable agricultural practices to assure the assigned crops remain economically viable and are farmed using environmentally responsible methods ensuring a sustainable and safe food supply.

The CE advisor will facilitate interactions and information exchange among campus based academics, CE advisors and community stakeholders. He/she will also form and lead local interdisciplinary teams, develop new technologies, provide science-based information and encourage translation of advances into practical applications for a sustainable future. Key clientele will include commercial farms (both large and small), pest control advisers, allied industries, commodity groups, seed companies, public agencies, and consumers. The CE advisor will also support the Master Gardener program and other CE staff by providing horticultural information and assistance in their areas of expertise.

**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 Butte, Glenn and Tehama Counties, please read about existing UCCE programs in these vibrant communities at <http://cebutte.ucanr.edu/>, <http://ceglenn.ucanr.edu/>, and <http://cetehama.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 Endemic and Invasive Pests and Diseases and Sustainable Food Systems Strategic Initiatives. The Strategic Plans for each strategic initiative can be found at <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 CE advisor will provide essential leadership to address critical issues facing orchard systems in the three counties. The focus of the applied research program will be based on a needs assessment, and may include partnerships with a variety of campus and county-based colleagues. Current issues that may be addressed through the applied research program include rootstock evaluation to address pest and disease issues, variety evaluation for nut quality and disease resistance, improvement of production practices, efficient resource management, and preservation of groundwater quality with respect to fertilization practices. Other areas of research opportunity include pest management and specialty crop production.



**Extension of knowledge:** County and community partners 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 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 journal articles, 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, as well as related government and private industries in Butte, Glenn and Tehama Counties. The CE advisor's primary responsibility will be to sustain the agricultural productivity of tree crop farms through extension of environmentally responsible variety, rootstock, fertilizer, insect, disease, weed and irrigation management practices. The CE advisor will also support the Master Gardener program's outreach efforts to reach home orchardists by providing assistance with the dissemination of appropriate research-based information.

**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 should involve activities and events in which the CE advisor 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 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, policy makers 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 Butte county director, with input from the UCCE Glenn and Tehama county directors.

**AFFIRMATIVE ACTION:** An understanding of and commitment to UC ANR's affirmative action goals and commitments is expected of all CE advisors.

**EDUCATION AND EXPERIENCE:** A minimum of a master's degree is required, though other advanced degrees are encouraged, in disciplines such as such as perennial crop production, horticulture, pomology, plant



science, soil science, pest management or a closely related field. An understanding of agricultural production practices, field research and statistical design is required. The ability to build partnerships and to work with multidisciplinary teams to address production and environmental challenges is required. Competence in contemporary communication methods is desirable. Experience in applied research and extension is highly desirable. Excellent written, public speaking and interpersonal communication skills are required.

**SALARY:** Beginning salary will be in the Cooperative Extension Assistant Advisor Rank and commensurate with applicable experience and professional qualifications. For information regarding the Cooperative Extension Advisor salary scale, please refer to: <http://ucanr.edu/sites/anrstaff/files/250093.pdf>. If the successful candidate is currently a UCCE advisor 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/>.

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

1. Cover Letter
2. ANR Academic Application Form— from the ANR website at: <http://ucanr.edu/academicapplication>

Please include a list of potential references. If you are selected for an interview, the search committee will contact the references you listed on the UC ANR application form (a minimum of 4 and a maximum of 6 names, addresses, phone numbers and email addresses). Please do not send letters of reference.

3. CV or Resume
4. College Level Transcripts: Submit all university-level transcripts as a single PDF file with your application packet.

**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.

**For information regarding this position, please contact**

**University of California  
ANR Academic Human Resources  
LeChé McGill  
530-750-1281**

**E-mail Address: [ANRacademicsearch@ucanr.edu](mailto:ANRacademicsearch@ucanr.edu)**

**Internet: <http://www.ucanr.edu/jobs>**

**PLEASE REFER TO POSITION NUMBER AP #16-18 IN ALL CORRESPONDENCE**

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.