

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 - Livestock and Range
Serving Ventura and Santa Barbara Counties**

AP#17-06

LOCATION HEADQUARTERS: Ventura, Ventura County, California

SUBMISSION DATE: To ensure full consideration, submit materials by April 17, 2017. Those received after April 17, 2017 may be considered if the position has not yet been filled. (open until filled)

POSITION PURPOSE: The Cooperative Extension (CE) advisor for livestock and range will conduct a locally-based extension, education and applied research program that will focus on livestock production and marketing, forage production, food safety related to livestock practices, and water and soil conservation and quality. The CE advisor will also address issues related to management of rangeland ecosystems including wildlife habitat, invasive plants, wildland fire, erosion and watershed health. Finally, the CE advisor may address issues related to working landscapes and rural development such as family ranch succession, alternate income generation such as provisioning of ecosystem services, recreation and tourism, and ranch-to-table marketing. Key clientele groups include landowners and managers, government agencies, policy makers, NGO's (California Rangeland Trust), private companies (seed companies, restoration practitioners, and consulting firms), industry organizations, youth and the general public.



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. Learn more about existing UCCE programs in these vibrant communities, visit <http://ceventura.ucanr.edu/> and <http://cesantabarbara.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%20ANR/Strategic%20Vision/)). There are 5 strategic initiatives that UC 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 Natural Ecosystems Strategic and Sustainable Food Systems 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 livestock and range in Ventura and Santa Barbara 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. The CE advisor will develop and conduct applied research addressing critical needs that may include evaluating management practices that improve livestock production and reduce livestock impacts on food safety, water and soil quality, and habitat. Additional research opportunities include economic issues and

opportunities facing working landscapes such as valuing and paying for ecosystem services, effective use of limited conservation resources and marketing strategies such as ranch to table or recreation and tourism. Publication outlets may include agriculture journals and natural resource journals (e.g. Rangeland Ecology and Management, Journals of Animal Science, and California Agriculture). Research will be synthesized and popularized in ANR publications, Rangelands, the internet, trade and professional publications, conference proceedings, workgroups, newsletters and other outlets.

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, newsletters, technical reports to commodity boards/funding agencies, peer-reviewed journal articles, 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. The CE advisor will develop linkages with individuals, clientele groups, researchers, policy makers, agency professionals and organizations relevant to range and livestock management in the two-county area, and will extend knowledge to improve husbandry, livestock handling, business and economic analysis skills. Collaborations will lead to the identification of barriers to reaching livestock and natural management goals as well as watershed protection and food safety. The successful candidate must have the ability to communicate science-based information to ranch owners, operators, managers and community stakeholders, as well as agency professionals and the general public.

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 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, 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 Ventura County Director with input from the UCCE Santa Barbara County Director.

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 advanced degrees are encouraged, in disciplines such as animal science, rangeland management or other closely related fields. Incumbent is required to become a Certified Rangeland Manager within five years of date of hire; see <http://casrm.rangelands.org/HTML/certified.html>. Excellent written, oral and interpersonal communication skills are required. The ability to build partnerships and to work with multidisciplinary teams to address production and environmental challenges is required. Experience in applied research and extension is preferred.

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 website: <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:

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 four (4) and a maximum of six (6) names, current 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 HR

LeChe McGill

(530) 750-1281

E-mail Address: ANRacademicsearch@ucanr.edu

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

PLEASE REFER TO POSITION NUMBER AP #17-06 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.