

University of California

Agriculture and Natural Resources

POSITION VACANCY ANNOUNCEMENT

University of California Cooperative Extension Division of Agriculture and Natural Resources

Area 4-H Youth Development Advisor
Serving Kings, Fresno and Tulare Counties

AP #13-15

LOCATION HEADQUARTERS: Kings County, Hanford, California

CLOSING DATE: To assure full consideration, application packets must be received by February 17, 2015 (open until filled)

BACKGROUND AND PURPOSE:

The University of California Division of Agriculture and Natural Resources (UC ANR), a statewide program with local development and delivery, is seeking a Cooperative Extension (CE) 4-H Youth Development (YD) advisor. The 4-H YD academic advisor will conduct a multi-county-based extension, education and applied research program to build the capacity of youth and adults to ensure successful growth and quality of youth development programs in the three-county area.

The UC ANR Strategic Vision guides our priorities in research, education, service, and resource allocation. The Strategic Vision is available at: [http://ucanr.edu/About ANR/Strategic Vision/](http://ucanr.edu/About%20ANR/Strategic%20Vision/). UC ANR 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. Read about these three Central Valley counties and UCCE programs at <http://cekings.ucanr.edu>, <http://cefresno.ucanr.edu>, and <http://cetulare.ucanr.edu>

EXTENSION:

Through collaborations and partnerships, the 4-H YD advisor will promote positive youth development, and in turn improve important outcomes such as competence, confidence, character, connection, caring, contribution, science literacy, healthy living, citizenship, and leadership for youth in these counties. Target clientele for these efforts will be youth, 4-H program staff and volunteer leaders, teachers, community leaders and others involved in youth development and education.



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Extending information and outreach methods will include individual consultations, National Science Day, fairs, workshops, meetings, web conferences, ANR publications, peer-reviewed journals, 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 ANR academics as well as related government, non-governmental organizations, and private industries in Kings, Fresno and Tulare Counties. The YD advisor is expected to provide academic leadership in the areas of teaching and adaptive research activities, impacting relevant youth development issues.



RESEARCH:

The 4-H YD advisor will collaborate with appropriate UC ANR Program Teams, campus faculty, specialists and advisors to develop new curricula/educational materials, and conduct applied research and programs for use in youth science literacy with preferred emphasis on animal, agricultural or natural science that is aligned with the statewide focus and local community needs in Kings, Fresno, and Tulare Counties. The advisor will also assess 4-H YD programs to determine outcomes of participation that are aligned with the UC 4-H Youth Development Framework and link to the ANR Healthy Families and

Communities Strategic Initiative Issues related to childhood obesity prevention, youth science literacy and positive youth development. In addition to assessing measurable changes in individuals, the advisor will assess family and organizational as well as community change as appropriate to research and extension programming. Research should lead to making new contributions in the field through peer reviewed publications such as the Journal of Extension, Journal of Youth Development, Education and Culture, Journal of the Community Development Society and non-peer reviewed articles such as UC Delivers, 4-H newsletters, and local community newspapers.

MAJOR RESPONSIBILITIES:

- Conduct and report regular needs assessments to identify priority issues or problems relevant to the local clientele groups being served.
- 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/Healthy_Families - Communities/](http://ucanr.edu/sites/StrategicInitiatives/Healthy_Families_-_Communities/).
 - Conduct applied research designed to monitor changes and solve locally relevant problems.
 - 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 Cooperative Extension's credibility by providing science-based knowledge and skills independent of personal or parochial interests.
 - Evaluate programs and report accomplishments, results, and potential or actual impacts to scientific and lay audiences.
 - Develop collaborative teams with other UC ANR academics, including campus-based specialists, AES faculty, CE Advisors and/or others, to address priority issues for UC ANR.
- Supervise staff in YD programs and provide academic oversight to ensure compliance with federal, ANR, and YD programmatic and fiscal policies.
- Lead the evaluation of local 4-H programs for impact and attainment of growth, participation, and program objectives.
- Oversee implementation of the YD Thrive framework and ensure positive youth development occurs from an intentional process. Measure program effectiveness in partnership with members of the YD Thrive Leadership Team.
- Lead and contribute to the design and implementation of a volunteer development and management program.
- Cultivate collaborators and donors as well as grants for research and education/project support.

- Collaborate and network with governmental agencies, YD adult volunteers, youth services, organizations, industry groups, schools, fairs and interested individuals.

RELATIONSHIPS:

The 4-H YD advisor is administratively responsible to the UCCE Kings County director and programmatically to the Director of the Statewide Youth, Families and Communities Program. The advisor will work locally with colleagues and clientele in Kings, Tulare and Fresno counties to identify and address the local needs. This position will maintain communication and working relationships with CE specialists, advisors, State 4-H YD Office, Agricultural Experimental Station faculty and researchers, ANR Strategic Initiative Leaders and other colleagues. The position will provide programmatic supervision, leadership and will participate in the administrative supervision of the 4-H YD program representatives in Kings, Tulare and Fresno Counties in collaboration with the appropriate county director.

AFFIRMATIVE ACTION:

- An understanding of and commitment to UC ANR's affirmative action goals and commitments is expected of all advisors.
- Implement outreach efforts to ensure nondiscrimination in program identification and delivery.
- Promote and encourage maximum participation of minorities, women, and other underserved groups.
- Include outreach objectives as a component in planning, implementing, and evaluating program efforts.
- Establish and update statistical data pertaining to populations served by programs.
- Record, document, and report outreach plans, goals, activities, progress and results; and submit required activity reports as scheduled.

EDUCATION AND EXPERIENCE:

A minimum of a Master's Degree is required, though candidates with other advanced degrees are encouraged to apply. Academic training and/or experience are preferred in areas of animal science, agriculture, natural resources, environmental science, agriculture education, human or youth development, community development, or other closely related fields. Excellent written, oral, presentation, and interpersonal communication skills are required. Extension experience, especially in youth development programming and volunteer education, is desirable. Skills to communicate effectively in a second language are desirable.

ADDITIONAL REQUIREMENTS:

A background investigation will be required for the successful candidate, including fingerprinting and a criminal history clearance by the Department of Justice and the Federal Bureau of Investigation.

This position is subject to the requirements and compliance of the California's Child Abuse and Neglect Reporting Act (CANRA). Employment within UC ANR is contingent upon securing written acknowledgement to comply with California law.

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/187037.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/>

HOW TO APPLY:

To be considered, applicants must electronically submit the following five components of the Application Packet to ANRacademicsearch@ucop.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, current addresses, phone numbers and email addresses). Please do not send letters of reference.
3. CV or Resume
4. College Level Transcripts: Only original electronic transcripts or legible photocopies of original transcripts will be accepted.
5. Two to three examples of newsletter articles, news articles, project reports, peer-reviewed publications, and/or education materials developed.

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 Personnel
Karen Ellsworth
530-750-1284**

**E-mail Address: ANRacademicsearch@ucop.edu
Internet: <http://www.ucanr.edu/jobs>**

PLEASE REFER TO POSITION NUMBER AP#13-15 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, national origin, disability, age or protected veteran status.

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.