

## University of California Agriculture and Natural Resources

### POSITION VACANCY ANNOUNCEMENT

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

**Area Agronomic Cropping Systems/  
Nutrient Management Advisor  
Serving Kings, Tulare, and Fresno Counties**

**AP #15-02**

**Location Headquarters:** Kings County, Hanford, California

**CLOSING DATE:** To assure full consideration, application packets must be received by June 8, 2015 (open until filled)

#### **BACKGROUND AND PURPOSE:**

The University of California, Division of Agriculture and Natural Resources, a statewide program with local development and delivery, is seeking a Cooperative Extension advisor to conduct a multi-county-based extension, education and applied research program with a focus on production issues in California's Central Valley for crops including alfalfa, corn, oilseeds, biofuels, and grain legumes, with emphasis on nutrient management linked to animal agriculture and fertilizer use, as well as irrigation management and water quality issues. Key clientele will include producers of agronomic crops, dairy operators and allied industry, food processing facilities, Farm Bureau, non-profit environmental groups, chemical and seed companies, and more than 4,200 pest control advisors and 1060 California crop advisors/technical service providers currently charged with developing nutrient management plans for dairies and (in the future) fertilizers. Federal, state, and local agencies (Water Quality Control Boards) and farmer-led water quality coalitions working to protect surface and groundwater will also be key clientele and outreach partners.



Agronomic crops, including forages, offer potentially promising solutions for managing manure nutrients which can impact groundwater. Management of nitrogen fertilizers and manures in corn/grains/forages is a major issue.

The programmatic focus is to address production issues for important crops with significant acreage in California's Central Valley. This would enable us to build a statewide team to address the nutrient management issues facing dairy forage producers.

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/ANR/Strategic_Vision/). 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.

Please read about UC Cooperative Extension in Kings, Tulare and Fresno Counties at:

- <http://ceking.ucanr.edu/>
- <http://cetulare.ucanr.edu/>
- <http://cefresno.ucanr.edu/>



**EXTENSION:** Outreach methods will include individual consultations, field days, tours, meetings, web conferences, ANR publications, 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 ANR academics as well as related government and private industries in Kings, Tulare and Fresno Counties such as seed companies, The California Crop Advisor Program (CCA), California Alfalfa and Forage Association, California Dry Bean Advisory Board, dairy organizations, California Dairy Quality Assurance Program, state and federal agencies (Water Quality Control Board, California Department of Food and Agriculture, Natural Resources Conservation Service), California State University campuses, and local Farm Bureaus to research, demonstrate and extend information related to agronomic cropping and nutrient management systems.

#### **RESEARCH:**

All UC ANR academic advisors are required to develop and implement applied research programs to provide science-based information addressing complex issues. Critical research topics for this advisor position pertain to improved production practices (cultural, variety, pest management, irrigation, and economics) and nutrient (particularly nitrogen) management. Approaches include development of tools for decision-making and utilization of improved management techniques. Researchable questions include use of nitrification inhibitors, GIS systems for controlling site-specific fertilizer and pesticide applications, conservation tillage, role of N-fixing legumes in cropping systems, response of field crops to different rates and forms of fertilizers, manure application methods, soil and plant testing strategies, pest management, and irrigation management. This advisor will also have tremendous opportunity for securing support funds for research and extension activities from various commodity groups.

#### **GENERAL ACADEMIC EXPECTATIONS:**

The academic in this position will interact with UC ANR Program Teams, CE specialists, CE advisors and others within the UC research/extension network to develop, strengthen and expand the local delivery of statewide programs.

All ANR CE advisor appointees are responsible for performance in the areas of extending knowledge and information, applied research and creative activity, professional competence and activity, and University and public service.

#### **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/files/906.pdf>.
  - 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.

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

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

**EDUCATION AND EXPERIENCE:**

A minimum of a master's degree is required, though other advanced degrees are encouraged, in disciplines such as agronomy, crop science, soil science, water management, pest management, crop production, and plant nutrition. Expertise to address nutrient management issues, especially linked to the dairy-forage system is important. Excellent written, oral and interpersonal communication skills are required. A demonstrated ability in applied agricultural research and extension is desirable.

**SALARY:**

Beginning salary will be in the Cooperative Extension Assistant Advisor Rank and commensurate with applicable experience and professional qualifications. For information regarding the CE advisor salary scale, please refer to: <http://ucanr.edu/sites/anrstaff/files/187037.pdf>.

**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@ucop.edu](mailto: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 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: Only electronic transcripts or legible photocopies of original transcripts will be accepted.

**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  
Kim Ingram  
(530) 750-1282**

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

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

**PLEASE REFER TO POSITION NUMBER AP #15-02 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.*