

University of California
Agriculture and Natural Resources

POSITION VACANCY ANNOUNCEMENT

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

**Livestock/Natural Resource Advisor
Serving Humboldt and Del Norte Counties
AP #13-02**

Location Headquarters: Humboldt County, Eureka, California

CLOSING DATE: To assure full consideration, application packets must be received by May 20, 2013 (open until filled)

BACKGROUND: The University of California Cooperative Extension (UCCE), a statewide program with local development and delivery, is seeking an academic advisor to conduct a multi-county-based extension, education and applied research program that will focus on livestock production including nutrition, health and management, food safety, forage production, water quality, invasive species, niche marketing, and grazing management. This advisor also will have a natural resource component to their program and address water quality, soil quality, wildlife habitat and management as well as forage production and grazing strategies that support ecosystem services.

Unique to this area are pasture-based beef and dairy producers. Grass fed, natural and organic beef, as well as organic dairy or grass-fed dairy labeled producers are growing market sectors that have unmet research needs and require new levels of pasture management and animal science support. Dairy goat production is on the increase as well as free-range poultry.



Our Culture:



Working at UC ANR offers a career with a history and a future. Since the first Advisors were hired in California almost 100 years ago, we have maintained our central purpose as stewards, problem-solvers, catalysts, collaborators, and educators. Academics in UC ANR enjoy a network of colleagues across our system of local offices, statewide programs, 3 colleges and 1 professional school in the UC system. Our culture is characterized by collaboration and entrepreneurship in a vibrant working environment. New academic staff are mentored and supported by this network of colleagues.

The UC ANR vision guides priorities in research, education, service, and resource allocation. ANR envisions a thriving California in 2025 where healthy people and communities, healthy food systems, and healthy environments are strengthened by a close partnership between the University of California and its research and extension programs and the people of the state. The University remains connected and committed to the people of California, who enjoy a high quality of life, a healthy environment, and economic success in a global economy. The full Strategic Vision is available at: [http://ucanr.edu/About ANR/Strategic Vision/](http://ucanr.edu/About%20ANR/Strategic%20Vision/).

Humboldt County, the headquarters for this position, is located on the far north coast 270 miles north of San Francisco with a population of 134,761 (2011). Densely forested, mountainous and considered rural, it is the home of the world's tallest trees and has more than 100 miles of stunning Northern California coast. In addition to the giant redwoods, you'll find outdoor adventures like hiking,



kayaking, birdwatching, biking and scenic drives. There are also many historic small towns, the arts and surprising food and wine discoveries. Something for everyone!

Please refer to the following website for more information regarding UC Cooperative Extension in Humboldt and Del Norte Counties:

<http://cehumboldt.ucanr.edu/>

NATURE AND PURPOSE:

Extension: The Livestock/Natural Resource Advisor will develop linkages with individuals, client groups, researchers, policy makers, agencies and organizations relevant to range and livestock

management in Humboldt and Del Norte Counties. Many of the producers, owners, and managers would become collaborators on site based educational and research projects. Outreach methods will include individual consultations, field days, tours, 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. The academic in this position will be expected to interact with UC ANR Program Teams, Specialists and others within the research/extension network to develop, strengthen and expand the local delivery of statewide programs. The successful candidate must have the ability to communicate science-based information to ranch owners, operators, managers and 4-H, as well as agencies and the general public.

Research: The advisor will develop and conduct applied research and demonstration projects that test livestock, pasture and range practices and strategies that enhance rangeland and wildlife habitat, water quality and food safety. Publication outlets may include agriculture journals and natural resource journals (such as *Rangeland Ecology and Management* 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.

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, campus-based specialists and faculty and/or others, to address priority issues for UC ANR.

RELATIONSHIPS: The Advisor is administratively responsible to the UCCE Humboldt-Del Norte 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 advanced degrees are encouraged, in disciplines of animal science, rangeland management or other closely related fields. Ideally the applicant will have one degree in animal science and one degree in rangeland management or have the minimum course work to be a Certified Rangeland Manager within five years of date of hire; see <http://casrm.rangelands.org/HTML/certified.html>. Extension experience is desirable. Excellent written, oral and interpersonal communication skills are required. Skills to communicate effectively in a second language are desirable.

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://www.ucop.edu/academic-personnel/files/1112/table28.pdf>

If the successful candidate is currently a UCCE Advisor, the candidate will be offered the position as a lateral transfer, retaining their current rank, step, salary, and definite or 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. Sabbatical leave is available to qualified academics. ANR is part of UC's Family-Friendly Policies. A variety of health and dental insurance plans are available, with employer contributions to the premiums. In addition, the University provides basic life and disability insurance, which may be supplemented at group rates. Workers' Compensation Insurance is provided. An excellent UC Retirement System is coordinated with social security, and optional annuity plans may supplement retirement. Automobile insurance is available. For more information, refer to the UC Benefits website at: <http://atyourservice.ucop.edu>.

HOW TO APPLY: To be considered, applicants must electronically submit the following four 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 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: Original transcripts preferred, however, 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.

Position APU #13-02

For information regarding this position, please contact:

ANR Academic Personnel

Academic Recruiter

University of California, Ag & Natural Resources

Pam Tise pdtise@ucanr.edu

Voice: (530) 752-7497; FAX: (530) 752-7785

E-mail Address: ANRacademicsearch@ucop.edu

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

The University of California prohibits discrimination or harassment of any person on the basis of race, color, national origin, religion, sex, gender identity, pregnancy (including childbirth, and medical conditions related to pregnancy or childbirth), physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or status as a covered veteran (covered veterans are special disabled veterans, recently separated veterans, Vietnam era veterans, or any other veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized) in any of its programs or activities. University policy is intended to be consistent with the provisions of applicable State and Federal laws. Inquiries regarding the University's nondiscrimination policies may be directed to the Affirmative Action/Academic Personnel Executive Director, University of California, Agriculture and Natural Resources, One Shields Avenue, DANR Building, 225 Hopkins Road, Davis, CA 95616.

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