

Applicant View of Posting

Position Information

Position Title	Faculty Research Assistant
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Appointment Type	Academic Teaching/Research Faculty
Job Location	Burns
Department	An/Rng Sci Extn Field Fac 211515 ASC
Position Summary	<p>The Department of Animal and Rangeland Sciences in the College of Agricultural Sciences at Oregon State University (OSU) invites applications for a full-time (1.0 FTE), 12-month, fixed-term, Faculty Research Assistant positions serving the Eastern and South East regions of Oregon in applied research and stakeholder involvement in enhancing greater sage-grouse (sage-grouse) habitat. Reappointment is at the discretion of the Program Director.</p> <p>The mission of the Extension Agriculture Program is to deliver research-based, objective, informal education to help Oregonians solve problems, develop leadership, and manage resources wisely. As a land grant institution committed to teaching, research and outreach and engagement, OSU promotes economic, social, cultural and environmental progress for the people of Oregon, the nation and the world.</p> <p>These faculty members will participate in experimental design, data collection and analyses, summarization and preparation of research reports as well as engage stakeholder groups, and other natural resource groups to conduct educational programs relevant to sage-grouse habitat.</p> <p>The overarching mission is to develop research and outreach to maintain and/or improve sage-grouse habitat on private and public lands while contributing to the economic sustainability of landowners and the ranching community.</p> <p>These faculty will formulate experimental designs independently and in cooperation with other researchers and will execute day-to-day activities related to research/extension projects and procuring and maintaining research equipment and supplies.</p> <p>OSU is committed to practicing and delivery of tools for state-of-the-science interaction and engagement of partners and stakeholders. The incumbent will be required to use modern learning tools, employ and practice engaged scholarship, promote integration of programs across disciplines that are demand-driven and use open source tools that continually align with innovation and shifts in educational program deliverv.</p>

	<p>Active and effective communication with staff and key stakeholders is critical to the success of this position and access to wireless services is necessary.</p> <p>College of Agricultural Sciences faculty are committed to enhancing student success by engaging learners in quality academics, research, internships, global studies, and other experiential learning opportunities. Positions with primary responsibility for Extension and Outreach are likewise committed to learner success through programming appropriate for diverse audiences.</p> <p>OSU and the Division of Outreach and Engagement value diversity & inclusion in the organization and audiences it serves. Team members in the Division are expected to exhibit respect, value differing perceptions and world views, and encourage diversity & inclusion.</p> <p>These faculty members will design, develop, maintain and/or carry out Extension programs to ensure that all people have equal employment opportunities and equal program participation opportunities without regard to their race, color, religion, sex, sexual orientation, gender identity or expression, genetic information, national origin, age, marital status, disability or veteran's status.</p>
<p>Position Duties</p>	<p>45% - Applied Research in the Sagebrush Steppe:</p> <p>The successful candidates will become part of a commitment by OSU toward a "cluster hire" addressing management concerns related to sage-grouse habitat and sustainability of beef production on private and public lands.</p> <p>Develop, design, and conduct applied research projects regionally on both private and public lands related to sage-grouse.</p> <p>Develop and deliver educational programs around the U.S. Bureau of Land Management rangeland management plan amendments and work with stakeholders, including state and federal agencies and ranchers, to assess their management relative to sage-grouse and sage-grouse habitat restoration and rehabilitation.</p> <p>Participate in experimental design, data collection and analyses, summation and preparation of research reports in collaboration with the Principal Investigators (PIs) and leverage and adapt programs to address industry/stakeholder needs. Potential research areas may include but not limited to:</p> <ul style="list-style-type: none"> -Direct and indirect effects of grazing on sage-grouse habitat and habitat management -Grazing and invasive weeds, primarily invasive annual grasses, such as cheatgrass and medusahead. -Grazing to reduce fire intensity -Production practices that maintain/improve sage-grouse habitat -Grazing systems and invertebrates -Predation effects, management and targeted removal during nesting or around nest sites -Migratory patterns of sage-grouse and modification of grazing patterns -Water development: arazina distribution and pasture utilization

	<p>-Grazing utilization related to nest success (canopy vs. interspace) Provide inventory, management, and maintenance of supplies and equipment for field and laboratory research. Attend professional meetings</p> <p>25% - Stakeholder Engagement: Serve in an advisory role and provide research-based information to stakeholders and appropriate working groups and local/statewide councils as needed. Work cooperatively with Research and Extension faculty, Department Heads, and other faculty and staff to provide instruction, teach, or deliver appropriate educational programs and materials, and to maintain contact with rangeland and rancher groups. Network and cooperate with subject matter specialists, other faculty, other agencies and agricultural professionals to provide program support.</p> <p>Provide input and assistance in the development of management guides/tools and other educational materials for stakeholders related to sage-grouse habitat and ecology, beef cattle production, rangeland monitoring, invasive plant management, and meadow ecology and management. Perform presentations at stakeholder, industry, and professional meetings Author/co-author OSU extension publications</p> <p>20% - Other Assignments:</p> <p>Collaborate with OSU Range and Livestock Extension faculty in development and delivery of Extension and Outreach activities. Interact with other faculty and staff to develop and promote efficient research/extension programs; thereby maintaining and reinforcing the relationship between Extension, Experiment Stations and its diverse stakeholder groups.</p> <p>Assist Herdsman/Ranch Foremen in ranch operations that are part and parcel of the range ecosystem that supports sage-grouse habitat.</p> <p>Serve on committees and/or participate in organizations that support station, college, university, industry, or professional activities.</p>
<p>Position Duties (continued):</p>	<p>5% - Leadwork:</p> <p>Assist with directing temporary, seasonal, and student employees, including planning, assigning, and approving work.</p> <p>5% - Organizational Accountability:</p> <p>Use technology successfully as a tool to increase the impact of program delivery on constituents including participating with Ask-an-Expert ? an online forum where faculty provide expert answers and help across the United States.</p> <p>Use multiple methods of electronic communication and social media (i.e. web sites, publications, video conferencing and other online methods) to collaborate internally and externally as appropriate.</p> <p>Implement fee-based programming and cost-recovery practices, develop partnerships. and solicit external funding to support and enhance</p>

	<p>educational programs as appropriate.</p> <p>Organize and maintain program advisory and management committees or networks to identify program needs, make recommendations, assist in program implementation, and evaluation of program effectiveness.</p> <p>Link program level output with the overall OSU Extension and University brand in all opportunities. Provide community and statewide opinion leaders and decision makers the understanding and context on how program level Extension work relates to overall Extension programming output. Annually provide impact statement reports adhering to Extension criteria</p>
<p>Minimum/Required Qualifications:</p>	<p>Masters Degree in Rangeland Ecology and Management, Animal Science, Natural Resource Management, or closely related field; or, Bachelors of Science in the aforementioned fields with at least 5 years of professional/industry experience.</p> <p>Demonstrated experience with rangeland and vegetation monitoring techniques.</p> <p>Demonstrated experience or potential to work with and interact positively with stakeholder and rancher groups to address industry needs</p> <p>Demonstrated experience with data collection and statistical analyses.</p> <p>Demonstrable written and verbal communication skills.</p> <p>A demonstrable commitment to promoting and enhancing diversity and inclusion.</p> <p>Strong organizational and time management skills.</p> <p>Must demonstrate ability to be able to obtain an Oregon pesticide applicators' consultant license within six months of employment and maintain it throughout employment.</p> <p>This position requires driving a University vehicle or a personal vehicle on behalf of the University; therefore, the incumbent must successfully complete a Motor Vehicle History Check, possess and maintain a current, valid driver's license in their state of residence, be determined to be position qualified and self-report convictions as per OSU Standard 576-056-0000 et seq. Offers of employment are contingent upon meeting all minimum qualifications including the Motor Vehicle Check Requirement.</p>
<p>Working Conditions/Work Schedule</p>	<p>Ability to work in an outdoor environment with temperatures that can range from > 100°F to -30°F.</p> <p>Hard physical activity involving lifting, carrying, pushing, and pulling objects weighing up to 50 lb or more.</p> <p>Operate university vehicles including farm machinery, passenger vehicles, and off-road vehicles.</p> <p>This position involves field, laboratory, and office work. The work schedule can vary dramatically depending on seasonal needs. Working outside of an</p>

	<p>8 to 5 work day, including occasional weekends, is not uncommon</p> <p>Travel is required.</p>
Preferred (Special) Qualifications	<p>Demonstrated knowledge of sage-grouse life cycle and habitat requirements.</p> <p>Demonstrated ability to work independently and as part of effective teams.</p> <p>Demonstrated experience with rangeland-based beef cattle production.</p> <p>Demonstrated field experience in sagebrush-steppe ecosystems.</p>
Scholarly Outcomes for Position	N/A
Indicate how you intend to recruit for this search	Competitive / External - open to ALL qualified applicants
Posting Date	12-22-2015
For Full Consideration Date	
Closing Date	02-01-2016
Recommended Full-Time Pay Range	Commensurate with Education & Experience
Special Instructions to Applicants	<p>When applying you will be required to attach the following electronic documents:</p> <p>1) A resume/CV that includes the names of at least three professional references, their e-mail addresses and telephone contact numbers (Upload as 'Other Document' if not included with your resume/vitae).</p> <p>2) A cover letter indicating how your qualifications and experience have prepared you for this position. The Cover Letter must speak to each required qualification.</p> <p>For additional information please contact: Michelle Lopez at michelle.lopez@oregonstate.edu.</p> <p>OSU commits to inclusive excellence by advancing equity and diversity in all that we do. We are an Affirmative Action/Equal Opportunity employer, and particularly encourage applications from members of historically underrepresented racial/ethnic groups, women, individuals with disabilities, veterans, LGBTQ community members, and others who demonstrate the ability to help us achieve our vision of a diverse and inclusive community.</p> <p>This position requires driving a University vehicle or a personal vehicle on behalf of the University; therefore, the incumbent must successfully complete a Motor Vehicle History Check, possess and maintain a current, valid driver's license in their state of residence, be determined to be position qualified and self-report convictions as per OSU STANDARD 576-</p>

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Preview of Posting Specific Questions	<p>Please answer the posting specific questions as thoroughly and completely as possible. The following options are available:</p> <ol style="list-style-type: none">1) Answer the questions in the space provided.2) Attach your answers as a separate document under "Posting Specific Question Responses" to the documents page of the posting when applying. <p>If you choose option 2, when answering the posting specific questions, you must enter into the provided text box a message that states "Will upload responses to documents page"</p> <ol style="list-style-type: none">1. Please indicate the location you would like to be considered for: Burns, Oregon or Lakeview, Oregon?
Posting Number	0016816