

# University of California

## Agriculture and Natural Resources

### POSITION VACANCY ANNOUNCEMENT

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

**Area Livestock and Natural Resources CE Advisor  
Serving Fresno and Madera Counties**  
AP#14-11

**Location Headquarters: Fresno, Fresno County, California**

**CLOSING DATE: To assure full consideration, application packets must be received by June 12, 2016, (open until filled)**

**POSITION PURPOSE:** The Area Cooperative Extension (CE) advisor for livestock and natural resources will conduct a locally-based extension, education and applied research program. The focus within the livestock area will be on livestock production and marketing, food safety, herd health and management, forage production, invasive species, and grazing management. Natural resource efforts will address water quality, forage production, grazing systems, soil health and the wide array of issues surrounding provision of ecosystem services on rangelands. The CE advisor must demonstrate a thorough and practical understanding of livestock production, irrigated pasture, range management and production constraints in arid ecosystems in order to develop an effective program. Key clientele will include rangeland owners and managers, natural resource management professionals, water resources officials, and public agency personnel, and the public.

**BACKGROUND:** University of California, Division of Agriculture and Natural Resources, 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.

To learn more about UCCE in Fresno and Madera Counties, please read about existing UCCE programs in these vibrant communities at <http://cefresno.ucanr.edu/> and <http://cemadera.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 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 Endemic and Invasive Pests and Diseases, Sustainable Food Systems, Sustainable Natural Ecosystem, and Water Quality, Quantity and Security Strategic Initiatives. The Strategic Plans for each strategic initiative can be found at <http://ucanr.edu/sites/StrategicInitiatives/>.

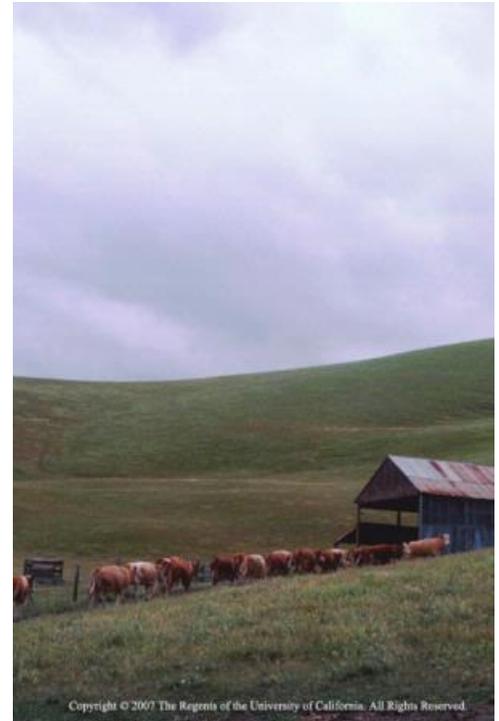
**ACADEMIC EXPECTATIONS:** All UC ANR CE academic appointees are responsible for performance in the areas of 1) applied research and creative activity, 2) extension of knowledge and information, 3) professional competence and activity and 4) University and public service.

**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 natural resources across the two 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, to develop an applied research program addressing critical research topics related to livestock management, pasture, and range management practices and strategies that maximize production efficiency while enhancing rangeland resources, wildlife habitat, and water quality.

**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, peer-reviewed journal articles, newsletters, technical reports to commodity boards/funding agencies, 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 in conjunction with appropriate statewide efforts including UC ANR Program Teams and Workgroups, as well as related government and private industries in Fresno and Madera Counties.

**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 level. 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:**

- Conduct and report regular comprehensive needs assessments to identify priority issues or problems relevant to the local clientele groups being served.
- Disseminate useful, science-based information to inform clientele, using extension methods that are responsive to clientele needs and appropriate for the audience and situation.
- Develop and implement applied research designed to monitor changes and solve locally relevant problems.
- 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 Fresno-Madera Multi-County Partnership 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 of animal science, rangeland management or other closely related fields. Ideally the applicant will demonstrate relevant course work, training, and practical experience in both animal science and range management. 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. Research and extension experience is highly 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 website: <http://ucanr.edu/sites/anrstaff/files/218495.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](mailto: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. Curriculum Vitae

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 Personnel  
Karen Ellsworth  
(530) 750-1284***

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

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

**PLEASE REFER TO POSITION NUMBER AP #14-11 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.