

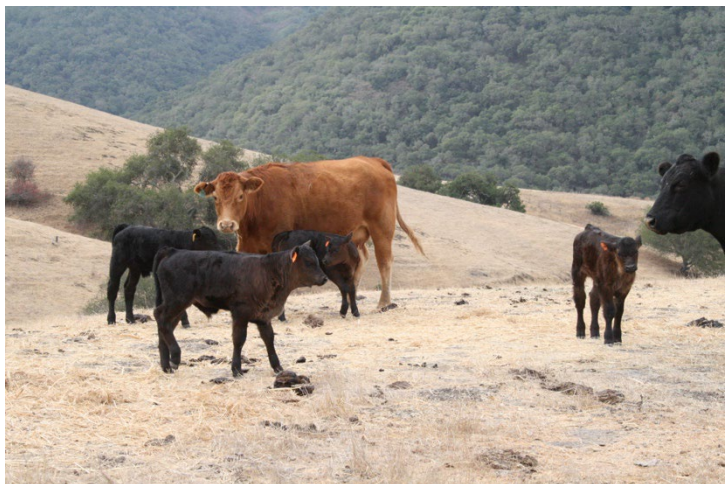
Cooperative Extension Livestock and Natural Resources Advisor Shasta and Trinity Counties, California

Position Overview

The University of California, Agriculture and Natural Resources (UC ANR) invites applications for a **UC Cooperative Extension (UCCE) Livestock and Natural Resources Advisor** at the Assistant rank. The successful candidate will implement an extension education and applied problem-solving research program in livestock production systems including grazing management, pasture and range management, nutrition, herd health, animal husbandry, genetic selection, reproduction, harvesting/processing and marketing.

UCCE Advisors are responsible for applied research and extension of knowledge. Research activities are applied, needs-based, mission-oriented, and focused on addressing our communities' challenges. Extension activities are the educational practices Advisors use to share research results directly with clientele and communities to increase their knowledge and understanding of science-based research results to support and promote the adoption of practices and technologies to solve problems. Extension methods may include individual consultations, presentations, organization of educational workshops and short courses, field demonstrations, farm calls, and site visits.

Information may also be disseminated via radio outreach, webinars, fact sheets, policy briefs, news blogs, and social media. Publications are expected in various formats, such as newsletters, articles for the popular press, curricula, conference proceedings, and peer-reviewed publications. Successful research and extension programs result in new information that improves knowledge or understanding and adoption of new skills, practices, changed attitudes, policies, and improved environmental, health, agricultural, economic, and/or social conditions. UCCE Advisors are evaluated through an academic advancement system based on four criteria: extending knowledge, applied research and creative activity, professional competence and activity, and University and public service.



Location Headquarters: UCCE Shasta County Office, 1851 Hartnell Ave., Redding, CA 96002

Position Details

This is an exciting position with the opportunity to work with established clientele in Shasta and Trinity Counties. The Advisor, collaborating with other CE advisors, campus-based specialists, AES faculty, and clientele will help implement management practices that improve livestock production in the region. Key opportunity areas to address include livestock production, animal health, range and pasture improvement, meat processing and marketing, water quality, soil quality, and ecosystem health. Species most emphasized are cattle, but also include sheep, goats, and small-scale poultry.

The Advisor will work with new and existing producers to develop educational outreach programs and research that address challenges to help support the diverse livestock community. Farm Bureau and local cattlemen's associations provide quick avenues to become trusted and embedded within the community. These opportunities are important because they provide the avenue to create relationships that enable ANR to become part of the local community.

The Advisor is expected to implement a variety of extension activities to extend science-based education to clientele on livestock management practices to enhance production efficiency and ranch profitability, and help minimize any negative impacts associated with livestock production. Managing ecosystems, while not a new opportunity, is an area where UC is well positioned to provide leadership and generate success. Key clientele groups include livestock producers, public resource management agencies (NRCS, California Dept of Fish and Wildlife, US Forest Service, Bureau of Land Management, and Resource Conservation Districts), nonprofit conservation organizations (such as The Nature Conservancy, fire safe councils, local watershed councils, land trusts and other non-government organizations) and a number of youth groups (4-H, FFA, and Grange). Collaboration with these groups will identify issues and opportunities for extension of livestock and land management information using seminars, workshops, field days, internet resources and producer-oriented and peer-reviewed publications.

Counties of Responsibility: This position will serve Shasta and Trinity Counties.

Reporting Relationship: The Cooperative Extension Advisor serves under the administrative guidance of the University of California Cooperative Extension County Director for Shasta and Trinity Counties and will interact internally with the UC Davis Dept. of Animal Science and Veterinary Medicine, and ANR Program Teams: Meat Production and Food Safety, Forest and Rangeland Systems, and Diversified Farming and Food Systems as well as other programs that may include water, natural resources and crop production.

This is not a remote position; the candidate must be available to work onsite at the headquarters location and travel to and be present in other counties with programmatic responsibilities. Specific expectations for maintaining office hours and fieldwork in the geographic area covered by this position will be outlined upon hire by the respective directors and supervisors.

Qualifications and Skills Required

Required Qualifications

Education: The successful applicant will have a minimum of a master's degree in animal science, range management or a closely related field is required at the time of appointment. In lieu of a range management degree the applicant would have the minimum coursework to be a Certified Rangeland Manager.

(<https://calpacsrcm.org/certified-rangeland-managers>)

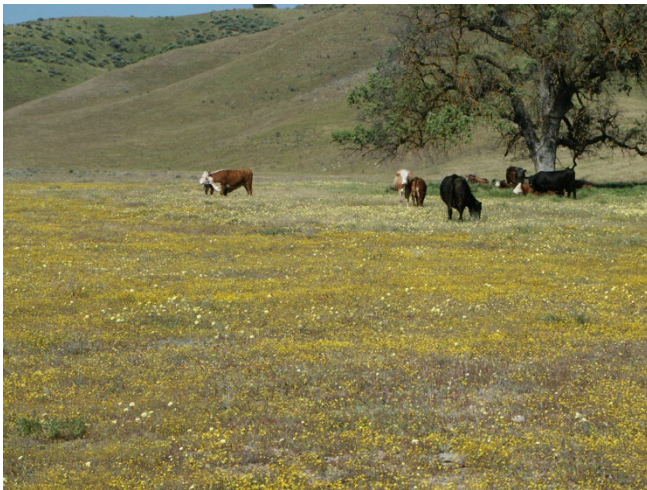
Key/Desired Qualifications:

- Certified Rangeland Manager license or desire to obtain the minimum coursework for a Certified Rangeland Manager **within five years of hire**.
- Ability and means to travel on a flexible schedule as needed; proof of liability and property damage insurance on vehicle used is required. Must possess valid California Driver's License to drive a county or University vehicle.
- Extension experience and demonstrated excellence in the areas of applied research is desired.
- Coursework and experience in range management, and livestock production.

- Training and experience in interdisciplinary and multi-disciplinary research and collaboration is preferred.
- Familiarity with California’s natural resources will be beneficial.
- Knowledge and demonstrated use of remote methods of conducting outreach and delivery are a benefit.

Additional Skills Required

- Interest in and a desire to pursue a career in UC Cooperative Extension
- Technical Competence and Impact: The candidate should understand key concepts to optimize engagement and development and be able to design and implement a program that leads to positive changes and impact within the community and beyond.
- Communication: Demonstrated excellence in written, oral, interpersonal and information technology communication skills.
- Collaboration, Teamwork and Flexibility: The candidate must demonstrate the ability to work collaboratively as a team member with key external stakeholders and county-based staff, as well as with other colleagues within UC ANR.



- Lifelong Learning: There is an expectation that Advisors evolve and grow across their career and respond to changes in the industry, clientele, and organizational change.

Learn more about Skills and Areas of Programmatic Review

(including Professional Competence, University and Public Service, and Affirmative Action and DEI) at: <https://ucanr.edu/sites/anrstaff/files/319460.pdf>

About UC ANR

UC ANR is a division of the University of California (UC) system that bridges the gap between local issues and the expertise of the UC system by providing research-based information, educational programs, and technical expertise to the public in areas such as agriculture, natural resources, nutrition, and youth development. UC ANR is part of a nationwide Cooperative Extension network, which began in the early 20th century to connect research from land-grant universities with the everyday needs of people in communities across the United States. Today, we collaborate with farmers, ranchers, diverse communities, youth and adult educators, and policymakers to address local and statewide issues related to food systems, water, climate change, and sustainable agriculture through a statewide network of campus-based researchers, county-based Advisors, and community educators. Our mission is to cultivate thriving communities, sustainable agriculture, resilient ecosystems, and economic prosperity in California and globally through equitable generation and sharing of collaborative, science-based solutions. Over 180 UCCE Advisors conduct applied research and extension education from county-based UCCE offices serving all 58 counties from 70+ locations. By working and living among those we serve, UC ANR expands the University of California’s reach to engage all people and communities in California, ensuring equal access to the resources UC has to offer. Our vision is that UC ANR will be valued in every California community for meaningful engagement and making a positive difference in people’s lives.

About Shasta and Trinity Counties

Shasta and Trinity Counties are located in northern California. Redding is the largest city with a population of about 90,000. Redding is home to Shasta College and Simpson University; Shasta County is geographically diverse with elevations ranging from about 400 ft. to over 10,000 ft. Beef cattle production is an important agricultural commodity produced locally. Trinity county is mountainous and sparsely populated with about 75% of the county in public ownership. This area has numerous recreational opportunities that include skiing, hiking and mountain bike riding.

Learn more about

- [UC ANR](#) and [UC ANR Mission Statement](#).
- UC ANR administers [Statewide Programs and Institutes](#) that focus research and extension on solving priority problems that engage ANR academics and UC faculty in integrated teams
- UC ANR [Strategic Initiatives](#) help unify, communicate, and advocate for the work we do.
- UC ANR UC ANR uses seven [Public Value statements](#) to communicate how our work makes a difference to the public.
- UC ANR academics are expected to share and exhibit UC ANR's commitment to UC ANR's [Affirmative Action policy](#)
- UC ANR academics are expected to share and exhibit UC ANR's commitment to [Diversity, Equity and Inclusion](#). The University of California Agriculture and Natural Resources is committed to attracting and retaining a diverse workforce and will honor your experiences, perspectives, and unique identity. We 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 create and maintain working and learning environments that are inclusive, equitable and welcoming.
- As a condition of employment, the finalist will be required to disclose if they are subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct, are currently being investigated for misconduct, left a position during an investigation for alleged misconduct, or have filed an appeal with a previous employer. "Misconduct" means any violation of the policies or laws governing conduct at the applicant's previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, discrimination, dishonesty, or unethical conduct, as defined by the employer.
[UC Sexual Violence and Sexual Harassment Policy](#)
[UC Anti-Discrimination Policy for Employees, Students and Third Parties](#)
[APM - 035: Affirmative Action and Nondiscrimination in Employment](#)

Salary & Benefits

Salary: The salary range for this Cooperative Extension Advisor position is Assistant Rank, Step I (\$82,900) to Step VI (\$105,200). Step placement in the Advisor series is based on applicable experience and professional qualifications.

This position is eligible for indefinite status following three successful reviews and subject to terms noted in UC ANR Policy and Procedure Manual, Section 315 of the [ANR Policy and Procedure Manual \(PPM\)](#).

If the successful candidate is currently a UCCE Advisor, the candidate will be offered the position without change to the candidate's current rank, step, salary and/or appointment terms; and if applicable, is eligible to retain indefinite status.

Benefits: The University of California offers comprehensive benefits including health insurance, retirement plans, two days per month paid vacation, one day per month paid sick leave, and paid holidays. This position is eligible for sabbatical leave privileges as per the terms of the University policy. For more information, refer to the UC Benefits website at: <https://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html>

How to Apply

If interested in this position, please visit: <https://recruit.ucanr.edu/> and choose “applicants” (refer to position #24-30). An in-person finalist interview may be required as part of the search process.

Closing Date:

To ensure full consideration, complete application packets must be received by **April 21, 2025** (open until filled).

Questions?

Contact Katie Kilbane, email: kkilbane@ucanr.edu

Applicants may wish to explore the UC Davis Services for International Students and Scholars web page at <https://siss.ucdavis.edu/> as a resource.

University of California Cooperative Extension

As a University employee, you will be required to comply with all applicable University policies and/or collective bargaining agreements, as may be amended from time to time. Federal, state, or local government directives may impose additional requirements.

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.