

## University of California

Agriculture and Natural Resources

### POSITION VACANCY ANNOUNCEMENT

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

**Livestock and Natural Resources Cooperative Extension Advisor  
Serving Tuolumne, Calaveras, Amador & El Dorado Counties  
AP#18-12**

**LOCATION HEADQUARTERS:** Sonora, Tuolumne County, California

**SUBMISSION DATE:** To ensure full consideration, submit materials by **June 28, 2019**. Those received after **June 28, 2019** may be considered if the position has not yet been filled. (open until filled)

**POSITION PURPOSE:** The Area Cooperative Extension (CE) advisor for livestock and natural resources will conduct a multi-county based extension, education and applied research program that will focus on livestock production systems including grazing management, pasture management, nutrition, herd health, animal husbandry, genetic selection, reproduction, and marketing. This position will have a strong animal husbandry focus and will contribute to a more complete and balanced team throughout the region. The natural resource component of this position will focus on developing effective solutions to issues relating to commercial livestock production systems and natural resource issues such as water quality, rangeland health, wildlife habitat, and public lands management.



Livestock production continues to be one of the leading agricultural commodities in the region. The majority of livestock is cattle, with goats, sheep, poultry and swine also being represented. Nearly all the cattle produced in the region is comprised of cow/calf operations that operate on a complex and diverse land ownership basis. Livestock production on annual rangelands account for **800,000 acres** in the region and is mostly private ownership that is either owner operated or leased. A portion of the annual rangeland is publicly owned either by Federal, State or local government and a number of utility districts. In addition to annual range, many livestock producers utilize

forestlands for summer grazing. The Stanislaus and El Dorado National Forests account for **589,000 acres** of grazing land with an additional **168,000 acres** of private forestland used for grazing. A number of producers also utilize irrigated and non-irrigated pastures in other parts of California or out of state. Because of the

diversity in ecosystems and magnitude of acreage and diversity of ownership, the issues that arise in this production system are just as varied and diverse.

The CE advisor will facilitate interactions and information exchange among campus based academics, CE advisors and community stakeholders. The CE advisor will develop and implement education and applied research programs addressing important issues at the interface of livestock production systems, natural resources management, and watershed health. Key clientele will include livestock producers and managers, landowners, 4-H and FFA youth, public resource management agencies (Natural Resource Conservation Service, California Department of Fish and Wildlife, US Forest Service, and Resource Conservation Districts), nonprofit conservation organizations (California Farm Bureau, land trusts, and regional agricultural marketing groups), regional livestock organizations, and others who face complex management issues relating to livestock production, natural resources, and watershed health.

**BACKGROUND:** University of California, Division of Agriculture and Natural Resources (UC ANR), 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. Learn more about existing UCCE programs in these vibrant communities at [http://cecentralsierra.ucanr.edu/About\\_Us/](http://cecentralsierra.ucanr.edu/About_Us/)

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_ANR/Strategic_Vision/)). 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 Sustainable Food Systems, Sustainable Natural Ecosystems, and the 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 advisors 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.

**Applied research and creative activity:** All UC ANR CE advisors develop and implement applied research programs to provide science-based information addressing complex issues. The CE advisor will develop and conduct applied research and demonstration projects that evaluate livestock, pasture, and range management practices and strategies that maximize production efficiency while enhancing rangeland resources, wildlife habitat, and water quality. Other research opportunities include post fire grazing, riparian protection, livestock grazing systems, and animal nutrition to sustainably produce livestock. Species that will be emphasized will be cattle, sheep, goats, and small-scale poultry. 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. Publication outlets may include agriculture journals and natural resource journals (such as Rangeland Ecology and Management and California Agriculture).

**Extending knowledge and information:**

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. Programs will be developed and carried out in collaboration with other UC ANR academics and appropriate statewide efforts including UC ANR Program Teams and Workgroups, related government and private industries and organizations relevant to range and livestock management, agricultural economics, and ecosystem services.



Science-based research results and other educational information will be disseminated using a variety of methods including, individual consultations, presentations at producer 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.

**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 levels. 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:****Programmatic Competence**

- 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/sites/StrategicInitiatives/>
- Conduct and report regular comprehensive needs assessments to identify priority issues or problems relevant to the local clientele groups being served.
- Conduct applied research designed to solve locally relevant problems and monitor change.
- Represent UC ANR in a professional manner.

**Communication**

- Disseminate useful, science-based information to inform clientele, using extension methods that are responsive to clientele needs and appropriate for the audience and situation.

- Evaluate programs and report accomplishments, results, and potential or actual impacts to scientific and lay audiences.
- Foster an increased understanding of UC ANR's Cooperative Extension's research and education programs in clientele, the public and policy makers.
- Effectively use online communication methods and associated software programs to support research and instruction.
- Actively advocate for UC ANR program awareness and support.

### **Collaboration, Teamwork & Flexibility**

- Develop collaborative teams with other UC ANR academics, including specialists, AES faculty, CE Advisors and/or others, to address priority issues for UC ANR.
- Interact with UC ANR Program Teams and others within the research/extension network to develop, strengthen and expand program goals.

### **Professional Development & Lifelong Learning**

- Maintain a program of continuous self-improvement by participating in in-service training, seminars, workshops, work group & program team meetings, short courses, professional society meetings and other relevant opportunities.

**RELATIONSHIPS:** The CE advisor is administratively responsible to the UCCE Central Sierra Director.

**AFFIRMATIVE ACTION:** An understanding of and commitment to UC ANR's affirmative action goals and commitments is expected of all CE advisors. Compliance with affirmative action policies includes supporting outreach efforts to underserved and underrepresented audiences. UC ANR Affirmative Action policy and information can be found at: [http://ucanr.edu/sites/anrstaff/Diversity/Affirmative Action/](http://ucanr.edu/sites/anrstaff/Diversity/Affirmative_Action/)

### **EDUCATION AND EXPERIENCE:**

#### **Required Qualifications**

##### Programmatic competence

- A minimum of an earned master's degree, though other advanced degrees are encouraged, in disciplines such as animal science, rangeland management or other closely related fields, is required by the appointment start date. Applicants who are currently enrolled in a masters program must be within 12 months of completing their degree in order to be considered and must provide evidence of degree completion before the negotiated start date.
- Incumbent is required to become a Certified Rangeland Manager within five years of date of hire; see <http://casrm.rangelands.org/HTML/certified.html>.

##### Communication

- Excellent written, oral and interpersonal communication skills are required.

##### Collaboration, Teamwork & Flexibility

- Demonstrated ability to work collaboratively as a team member with other professionals
- Willingness and ability to embrace change as clientele and organizational needs evolve.

#### **Desired Qualifications**

- Demonstrated relevant course work, training, and practical experience in both animal science and pasture management.
- The ability to build partnerships and to work with multidisciplinary teams to address production and environmental challenges.
- Experience in applied research and extension.

**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 scales, please refer to: <https://ucanr.edu/sites/anrstaff/files/293542.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 six 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/sites/anrstaff/files/278846.pdf>  
Please do not send letters of reference.
3. CV or Resume
4. Statement of Contributions to Diversity: Please submit a 1-page Statement of Contributions to Diversity addressing past and/or potential contributions to diversity through personal experience, teaching, research, extension, professional activity, and/or service. This should include how you would ensure that all potential clientele have access and benefit from your program.
5. Statement of Research and Extension Interests: Please submit a 2-page Statement of Research and Extension Interests including how your current and/or past research and extension experience could contribute to, or be applicable to, the needs of the local community. Provide examples of potential goals and outcomes from your research and extension activities
6. College Level Transcripts: Electronic transcripts or legible scanned copies (PDF) of original transcripts will be accepted. Transcripts must identify course work completed, grades earned, degrees conferred and confer dates. Please DO NOT send transcripts that are password protected.

**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.

**Interview information:**

Approximately 2 to 3 weeks after the submission deadline, applicants with appropriate and applicable education and experience will be invited to participate in a preliminary, remote interview.

The formal in-person interviews will take place approximately 2 to 3 weeks after the preliminary interviews for those applicants selected to proceed.

Applicants may wish to explore the UC Davis Services for International Students and Scholars web page at [https://siss.ucdavis.edu/scholars\\_depts/permanent\\_residence.html](https://siss.ucdavis.edu/scholars_depts/permanent_residence.html) as a resource.

**For information regarding this position, please contact**

**University of California  
ANR Academic Human Resources**

**Tatiana Avoce  
(530) 750-1277**

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

**Internet: <https://ucanr.edu/About/Jobs/>**

**PLEASE REFER TO POSITION NUMBER AP #18-12 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.*