

## University of California

Agriculture and Natural Resources

### POSITION VACANCY ANNOUNCEMENT

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

**Area Cooperative Extension Advisor - Irrigation and Water Management  
Serving Imperial and Riverside Counties**  
AP#16-14

**LOCATION HEADQUARTERS:** Holtville, Imperial County, California

**CLOSING DATE:** For full consideration, all application materials must be received by January 2, 2017 (open until filled)

**POSITION PURPOSE:** The Area Cooperative Extension (CE) advisor for irrigation and water management will conduct a multi-county based extension, education and applied research program with a focus on irrigation, water management, soil salinity, and water quality standards related to irrigated agriculture. The CE advisor will also address high priority and core issues related to limited water supplies in the region. Key clientele will include growers, farm managers, irrigation districts, pest control advisers, commodity groups, conservation/environmental groups, public agencies, and agricultural related businesses.



**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. To learn more about existing UCCE programs in these vibrant communities, visit: <http://ceimperial.ucanr.edu/> and <http://ceriverside.ucanr.edu/>.

Our priorities in research, education, service, and resource allocation are guided by the UC 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 WQQS, SFS, and SNE 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.

**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 related to irrigation and water management facing irrigated agriculture in 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. The program should address issues of conservation and profitability in ways that are environmentally compatible and acceptable. The CE advisor will develop new information to enhance effective and efficient water management by designing and conducting research projects in cooperation with UC personnel, other Universities in the region, government agencies and other interested parties.

**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 producer and industry meetings, workshops, short courses, field demonstrations, UC ANR publications, newsletters, technical reports to commodity boards/funding agencies, peer-reviewed journal articles, 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 and appropriate statewide efforts including UC ANR Program Teams and Workgroups, as well as related government and private industries. The CE advisor will develop and conduct educational and outreach programs that encourage the adoption of research based irrigation practices to improve irrigation efficiency and water quality in the low desert, including the Salton Sea Watershed.

**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:**

- 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 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.
- 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 Imperial county director with input from the UCCE Riverside county director.

**AFFIRMATIVE ACTION:** An understanding of and commitment to UC ANR's affirmative action goals and commitments is expected of all CE advisors and county directors.

**EDUCATION AND EXPERIENCE:** A minimum of a master's degree is required though other advanced degrees are encouraged, in disciplines such as Water Resources/Sciences, Irrigation, Agricultural Engineering, Soil Science or other closely related discipline. Extension experience and demonstrated excellence in the areas of applied research is desired. Coursework and experience in statistical analysis, experimental design, soil fertility, soil physics, water quality, principals of irrigation and agricultural engineering, and geographic information systems is desired. Excellent written, oral and interpersonal communication skills are required.

**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/250093.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 UCnet website at: <http://ucnet.universityofcalifornia.edu/compensation-and-benefits>.

**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. CV or Resume
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 HR***

***LeChé McGill***

***(530) 750-1281***

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

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

**PLEASE REFER TO POSITION NUMBER AP #16-14 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.