

## 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  
Youth, Families and Communities  
Serving Imperial County/DREC & US - Mexico border  
AP #17-19**

**Location Headquarters:** Holtville, Imperial County, California

**SUBMISSION DATE:** To ensure full consideration, submit materials by August 20, 2018. Those received after August 20, 2018 may be considered if the position has not yet been filled. (open until filled)

**POSITION PURPOSE:** The University of California, Division of Agriculture and Natural Resources (UC ANR) is seeking a UC Cooperative Extension (UCCE) Youth, Families and Communities advisor to focus on the intersection of community development related to youth and families, particularly as it relates to Latino youth and families living in the area served by UCCE Imperial County and the Desert Research and Extension Center (DREC). This includes relationships with communities in Mexico and neighboring counties with similar needs. The Cooperative Extension (CE) advisor will implement a four-fold focus addressing community-building, entrepreneurial skills for innovative cross-disciplinary program development, information brokering, and community-based research. This position will provide academic oversight of community education and outreach program staff related to families and youth including the Desert Research and Extension Center FARM SMART Program, UC 4-H Youth Development (4-H YD) Program, and UC CalFresh Nutrition Education Program. The CE advisor will provide leadership to these programs related to the broader sectors of community engagement, holistically addressing a healthy diverse community for youth and their families. The CE advisor will provide extension leadership with external stakeholders and lead community



collaborative grant development linking with appropriate CE colleagues and other researchers.

Key collaborators include government and community members in Imperial County and neighboring counties/border communities such as the Imperial Valley Community Foundation, Imperial County Office of Education, Naval Air Facility, Board of Trustees of the CA Midwinter Fair and Fiesta, all County School Districts, Imperial County Farm Bureau, Imperial Valley Housing Authority, Imperial Valley Food Bank, local businesses and organizations, Imperial County Health Dept., shelters, Nutrition Network, Community Centers, the UC ANR Diversity Workgroup, and the UC ANR Positive Youth Development Program Team. Working with universities in the UC Mexico initiative, the CE advisor will help develop undergraduate and graduate student/intern opportunities in youth development, nutrition education, community gardens, and community development. The Mexican Consulate and other agencies in Calexico may also be included within the external network.

**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 existing UCCE programs in these vibrant communities, visit: <http://ceimperial.ucanr.edu/> and <http://drec.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 Healthy Families and Communities Strategic Initiative. 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 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, including research opportunities that will focus on cultivating youth-family development opportunities and outcomes through cultural adaptation of youth-family development practices. Community development includes, but is not limited to, facilitating solutions and building resources. In this context,

potential research will address questions such as: 1) What barriers exist in under-served Latino youth and families' participation in contributing to civic engagement? 2) How does youth and family volunteerism expand individual opportunity and build community stability to create more sustainable, resilient communities? 3) How do cross-disciplinary programs impact local challenges such as health risks and graduation rates? 4) What is the success of cross-disciplinary programs related to health and education equity of youth and families? It is expected that peer-reviewed journals such as *Children, Youth, and Environments*; *Community Development*; *New Directions in Youth Development*, *Ethnic and Racial Studies*; *California Agriculture*; and *Journal of Extension*, as well as policy reports and briefs will be publication outlets.



**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. A primary role of the CE advisor will be to provide information and analysis on community assessment and facilitating solutions by developing community networks of youth and families with community decision makers to create local civic cultures valuing health and education. Expected results will include: 1) greater number of youth and family involvement in UC 4-H YD and nutrition education programs; 2) increased collaboration with Mexico universities to help strengthen the UC-Mexico initiative as well as provide opportunities for Mexico and California Latino students to be involved in Cooperative Extension; 3) increased community involvement of youth and families to facilitate solutions to public policy issues; and 4) collaboration with the DREC FARM SMART program. Outreach methods will include individual consultations, field days, tours, meetings, web conferences, ANR publications, peer-reviewed journals, 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 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:** The CE advisor for Youth, Families and Communities will assess and evaluate clientele needs that can be effectively addressed through a community development approach using DREC and UC Cooperative Extension 4-H youth development and nutrition, family, and consumer science programs in Imperial County.

Specific aspects of duties include:

- 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 strategic initiatives  
[http://ucanr.edu/sites/StrategicInitiatives/Healthy Families - Communities/](http://ucanr.edu/sites/StrategicInitiatives/Healthy_Families_-_Communities/)
  - Conduct and report regular needs assessments to identify priority issues or problems relevant to the local clientele groups being served.
  - Develop and implement applied research designed to monitor changes and solve locally relevant problems.
  - 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 Cooperative Extension's credibility 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.
  - Develop collaborative teams with UC ANR colleagues, including CE specialists, AES faculty, CE advisors and/or others, to address priority issues for UC ANR and clientele.
- Supervise UC DREC FARM SMART program community education specialist as well as UC 4-H YD and UC CalFresh Nutrition Education staff. Provide academic oversight to ensure compliance with federal and ANR programmatic and fiscal policies.
- Provide administrative oversight and leadership related to the development and delivery of programs that meet the needs of the diverse youth, families and communities.
- Oversee implementation of the UC 4-H Youth Development Framework and ensure that positive youth development occurs from an intentional process.
- Provide administrative oversight related to recruitment of volunteers and youth across ethnic groups, races and cultures.
- Provide leadership to build or maintain a strong volunteer management system for the delivery of the UC 4-H Youth Development Program.
- Lead the evaluation of local programs for impact and attainment of growth, participation and program objectives.
- Cultivate collaborators and donors as well as grants for research and education/project support.



- Collaborate and network with governmental agencies, youth service organizations, industry groups, schools, fairs and interested individuals.

**RELATIONSHIPS:** The CE advisor is administratively responsible to the UCCE Imperial County director with input from the DREC Director and programmatically to the UC ANR Director of 4-H YD and the UC ANR Director of Nutrition, Family and Consumer Sciences.

**AFFIRMATIVE ACTION:** An understanding of and commitment to UC ANR's affirmative action goals and commitments is expected of all CE advisors. 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%20Action/)

**EDUCATION AND EXPERIENCE:** An earned master's degree or other advanced degree, in disciplines such as Child or Human Development, Community Development, Nutrition, Education or a closely related social science field, is required by the appointment start date. A demonstrated ability in applied community development and youth development and/or nutrition research, statistical analysis of data and extension of information is desirable.



Education and/or coursework/experience in community development and experience working with Latino youth and their families is preferred. Demonstrated bi-or multi-cultural abilities and/or skills are required. Experience or the ability to apply low-literacy and culturally/ethnically relevant principles to extension and research programs is preferred. Excellent written, oral and interpersonal communication skills are required. Spanish written and communication skills are preferred.

**ADDITIONAL REQUIREMENTS:** A background investigation will be required for the successful candidate, including fingerprinting and a criminal history clearance by the Department of Justice and the Federal Bureau of Investigation.

This position is subject to the requirements and compliance of the California's Child Abuse and Neglect Reporting Act (CANRA). Employment within UC ANR is contingent upon securing written acknowledgement to comply with California law.

**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, ANR website: <http://ucanr.edu/sites/anrstaff/files/286596.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 date.

**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, Zoom 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

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

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

**PLEASE REFER TO POSITION NUMBER AP #17-19 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.