

**University of California**  
Agriculture and Natural Resources

## **POSITION VACANCY ANNOUNCEMENT**

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

**Cooperative Extension Advisor - Vegetable Crops  
Serving Kern County  
AP #17-15**

**Location Headquarters: Bakersfield, Kern County, California**

**SUBMISSION DATE: To ensure full consideration, submit materials by April 30, 2018. Those received after April 30, 2018 may be considered if the position has not yet been filled. (open until filled)**

**POSITION PURPOSE:** The Area Cooperative Extension (CE) advisor for vegetable crops will conduct a locally-based extension and applied research program with a broad focus on vegetable crop management with an emphasis on control of plant diseases in Kern County. This position also addresses on-farm production practices to control contamination of pre-harvest foods. Critical issues addressed by this position include challenges relating to water availability and water quality preservation, as well as pest management, fertilization practices, food safety and security, and economic competitiveness. The CE vegetable crops advisor will address these critical issues in an integrated approach that balances the needs of California agriculture with those of resource conservation and environmental protection. Key clientele include growers, farm managers, pest control advisers, allied industries, commodity groups, irrigation districts, conservation and environmental groups, public agencies, and consumers.



**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 this vibrant community at: <http://cekern.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 Sustainable Food Systems, Endemic and Invasive Pests and Diseases, 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 advisor 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 vegetable crop production and pest management. 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 research issues to be addressed by this position will include plant diseases and nematode damage in the production of fresh vegetables. These production challenges are intensified in organic production where management options are limited. The CE advisor will continue the close association with the USDA carrot breeding program by maintaining the USDA carrot winter nursery along with carrot variety trials coordinated at the national level to develop

disease, weed and insect resistant carrots for the California carrot industry. The CE advisor will also work closely with private and public potato breeders in identifying new potato varieties that may perform well in Kern County's unique potato production environment. In addition to pest management concerns, the vegetable industry also faces an increasing shortage of high quality irrigation water, and regulatory pressure to reduce nitrate leaching to groundwater along with air quality concerns. Research results will be disseminated through a variety of publication outlets including those for clientele as well as academic colleagues. Potential collaborators include UC ANR academics, UC ANR Program Teams and Workgroups, as well as related government and private industries in Kern County.



**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.

**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:**

- 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.
- 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 change and solve locally relevant problems.
- Maintain and promote UC Cooperative Extension'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 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 Director of Kern County.

**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 an earned master's degree, though other advanced degrees are encouraged, in disciplines such as plant pathology, agronomy, plant sciences, horticulture, or a closely related field is required by the appointment start date. Demonstrated excellence in the areas of applied agricultural research and extension are required. Excellent written, oral and interpersonal communication skills are required. The ability to build partnerships and to work with multidisciplinary teams to address production and environmental challenges is desired. The CE advisor must possess or obtain a Qualified Pesticide Applicator Certificate (QAC) or License prior to applying or supervising the application of any pesticide.

**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/271532.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: 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.

**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 Human Resources*

*Karen Ellsworth*

*[kaellsworth@ucanr.edu](mailto:kaellsworth@ucanr.edu)*

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

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

**PLEASE REFER TO POSITION NUMBER AP #17-15 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.