

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 - Forestry
Serving Mendocino, Lake and Sonoma Counties
AP#17-18

LOCATION HEADQUARTERS: Ukiah, Mendocino County, California

SUBMISSION DATE: To ensure full consideration, submit application materials by **June 8, 2018**. Those received after June 8, 2018, may be considered if the position has not yet been filled. (open until filled)



POSITION PURPOSE: The Area Cooperative Extension (CE) advisor for forestry will conduct a locally based extension, education and applied research program to address high priority issues in both coniferous and hardwood forests with a focus on sustainability by promoting the fundamental criteria of economic stability, environmental stewardship and social equity. Important issues to be addressed include forest management, economics, restoration, watershed and landscape sciences, wildlife management, and fire and fuels management. Key clientele include Registered Professional Foresters, Industrial and Non-industrial timberland owners, NGOs, oak woodland landowners, policy and decision-makers, and other forest-related stakeholders.

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 counties, please visit <http://cemendocino.ucanr.edu/>, <http://celake.ucanr.edu/>, and <http://cesonoma.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 Strategic Plans for the Sustainable Natural Ecosystems, 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/>. The CE forestry advisor is expected to be involved and serve as an important disciplinary voice in several of these initiatives.

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 facing forests, forest management, and natural resources in Mendocino, Lake and Sonoma 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 working on issues including sustainability, wildlife and fisheries management, watershed management, climate change, drought, pest outbreaks, wildland fires and fuels management, forest restoration, forestry policy and harvest operations, and changes in forest community demographics. Outstanding multi-disciplinary research and extension opportunities are offered at UC ANR's Hopland Research and Extension Center (HREC), located in Hopland, CA. HREC's (<http://hrec.ucanr.edu/>) mission is to find better ways through science to manage our natural resources and conduct sustainable agricultural practices for the benefit of California's citizens. HREC has outstanding research and extension support personnel and more than 5,300 acres of oak woodland, grassland, chaparral, and riparian environments.



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 professional meetings, landowner workshops, short courses, field demonstrations, UC ANR publications, newsletters, technical reports to 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 linkages with individuals, clientele groups, researchers, policy makers, agency professionals and organizations relevant to forestry and forest management. The successful candidate must have the ability to communicate science-based information to various stakeholder groups.

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 comprehensive needs assessments to identify priority issues or problems relevant to the local clientele groups being served.
- Develop and implement applied research designed to monitor change 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 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 specialists, AES faculty, CE advisors and/or others, to address priority issues for UC ANR.

RELATIONSHIPS: The CE advisor is administratively UCCE Mendocino County Director with input from the UCCE Lake and Sonoma County Directors.

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/

EDUCATION AND EXPERIENCE: A minimum of a master's degree is required in forest ecology, silviculture, resource management, forest economics, forest engineering, watershed sciences, or other closely related field with a sound understanding of applied forest management. Advanced degrees are encouraged. Excellent written, oral and interpersonal communication skills are required. Applied research and extension experience is preferred. A general familiarity with California forest conditions and management is preferred. The ability to build partnerships and to work with multidisciplinary teams to address complex and often contentious issues is required. Experience effectively managing and resolving conflict is highly desirable. Incumbent is required to become a California Registered Professional Forester within six years of date of hire; see http://www.bof.fire.ca.gov/professional_foresters_registration/.

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: <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 UC Benefits 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:

1. Cover Letter

2. ANR Academic Application Form— from the AHR 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.

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.

For information regarding this position, please contact

University of California

ANR Academic HR

Kim Ingram

kcingram@ucanr.edu

E-mail Address: ANRacademicsearch@ucanr.edu

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

PLEASE REFER TO POSITION NUMBER AP #17-18 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.