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 - Dairy
Serving Tulare and Kings Counties

AP #15-31

Location Headquarters: UCCE Tulare County, Tulare, California

CLOSING DATE: To assure full consideration, application packets must be received by November 13, 2015. (open until filled)

BACKGROUND AND PURPOSE: The University of California, Division of Agriculture and Natural Resources (UC ANR), a statewide program with local development and delivery, is seeking a UC Cooperative Extension (CE) academic advisor to conduct a multi-county-based extension and applied research program focused on Dairy Science. The primary service area for this position is Tulare and Kings Counties but the CE advisor will also respond to clientele inquiries and deliver science-based information to clientele in Kern County. This position will provide programs across a spectrum of industry issues as they relate to dairy production systems. The program will address production issues and sustainability in an integrated approach that will consider economic viability and conservation of natural resources including land use, air, water, and energy.

We seek an advisor who is:

-An innovative researcher, who can develop an applied research program designed to solve locally relevant problems, integrating aspects of efficiency of dairy production, reproduction, nutrition, quality assurance, animal welfare, food safety, and environmental stewardship; optimizing dairy production with the conservation of land, air, water and food systems resources.

-An educator, who can disseminate practical, science-based information to clientele, using extension methods that are responsive to

needs and appropriate for the audience and situation. One who can work with a diverse set of colleagues and clientele, provide local leadership in planning and developing educational programs for dairy owners, managers, and employees, allied industry, and agencies within the counties served.

-A collaborator, who can develop partnerships and leverage resources and who can collaborate with UC ANR program teams, CE specialists, CE advisors, Agricultural Experiment Station (AES) faculty, UC Veterinary Medicine Teaching and Research Center staff, and others within the research/extension network to deliver innovative approaches that will develop, strengthen, and expand the local delivery of statewide programs.

-A visionary, whose work complements UC ANR's Strategic Vision, optimizing opportunities for conducting outstanding research and extension programs that meet the needs of Californians.

The UC ANR Strategic Vision guides our priorities in research, education, service, and resource allocation. The Strategic Vision is available at: http://ucanr.edu/About_ANR/Strategic_Vision/. UC ANR is a network of colleagues with a focus on research, education programs, and outreach to solve local challenges in the communities where they live and work. Please visit the following websites for more information regarding UC Cooperative Extension (UCCE) in Tulare and Kings Counties: http://cetulare.ucanr.edu/ and http://cekings.ucanr.edu/

This position is critical for the continued success of the dairy industry in Tulare and Kings Counties. Critical issues include reproduction, herd health and related human health issues linked to food safety; animal welfare; nitrate contamination of groundwater linked to the use of manure and lagoon water; air quality impacts linked to the storage and preparation of dairy feeds; and the future implications of other animal health emergencies such as foot-and-mouth disease.

EXTENSION: Outreach methods will include individual consultations, field days, tours, meetings, web conferences, ANR publications, 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 UC ANR colleagues as well as related government and private industries in Tulare and Kings Counties such as local Dairy Herd Improvement Associations, dairy trade associations, dairy cooperatives and other allied industry. The CE advisor will provide information to dairy and allied industries as well as to the general public, and will collaborate with California Dairy Quality Assurance Program staff to deliver CDQA programs locally.

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 development of a knowledge base needed to support economically viable management alternatives for dairy production with respect to land, air, water, and food resources. Applied research in nutrition, milk quality and reproduction is also critical to the resilience and sustainability of the industry.

MAJOR RESPONSIBILITIES:

- Conduct and report regular needs assessments to identify priority issues or problems relevant to the local clientele groups being served.
- 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/files/906.pdf.
    - Conduct applied research designed to solve locally relevant problems and monitor change.
    - 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 providing science-based knowledge and skills independent of personal or parochial interests.
    - Evaluate programs and report accomplishments, results, and potential or actual impacts to scientific and lay audiences.
    - Develop collaborative teams with other UC ANR colleagues, including CE specialists, AES faculty, CE advisors and/or others, to address priority issues for UC ANR and the California dairy industry.

All UC ANR CE advisor appointees are responsible for performance in the areas of extending knowledge and information, applied research and creative activity, professional competence and activity and University and public service.

RELATIONSHIPS: The CE advisor is administratively responsible to the UCCE Tulare County Director.

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

EDUCATION AND EXPERIENCE: A minimum of a Master's Degree is required, though other advanced degrees are encouraged, in disciplines such as Dairy or Animal Science, or a closely related field. Excellent written, oral and interpersonal communication skills are required. Demonstrated ability in applied animal science research and extension experience are desirable. Skills to communicate effectively in both English and Spanish are desirable.

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/187037.pdf.

If the successful candidate is currently a UCCE academic 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 submit the following four components of the Application Packet:

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. Curriculum Vitae or Resume

4. College Level Transcripts: Only electronic transcripts or legible photocopies of original transcripts will be accepted.

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 Personnel
Kim Ingram
kcingram@ucanr.edu
(530) 750-1282
E-mail Address: ANRacademicsearch@ucop.edu
Internet: http://www.ucanr.edu/jobs

PLEASE REFER TO POSITION NUMBER AP #15-26 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.