



University of California
Cooperative Extension

Central Valley Region



POSITION VACANCY ANNOUNCEMENT

Position: University of California Cooperative Extension Advisor Livestock, Rangeland and Natural Resources

**#ACV 08-02 serving : Tehama, Glenn, and Colusa Counties
(headquartered in Tehama County, Red Bluff, CA)**

CLOSING DATE: To assure full consideration, application packet must be received by **Friday, March 6, 2009** (open until filled).

BACKGROUND

Tehama, Glenn, and Colusa Counties are located in the Sacramento Valley; US Interstate 5 allows fast and efficient travel between counties. The Sacramento River and watershed is a predominant geological feature running through the three counties and is the focal point for water diversion, transport and quality issues. The three counties are rural agricultural with orchard, rice, field and forage, livestock and dairy as the primary commodities depending upon the county.

The Tehama Livestock industry is primarily production-oriented with emphases on feeders, steers, heifers, calves, bulls, cows and feedlot cattle. Animal agriculture accounts for \$21,003,500 (2007 Tehama County crop report). The industry utilizes 22,000 acres of irrigated pasture and nearly a million acres of rangeland to support production. Both production and environmental issues are vital to livestock production in Tehama. For more county information refer to: <http://cetehama.ucdavis.edu>

In Glenn County cattle, calves, sheep and lambs, swine and poultry together account for \$19,539,000 (2007 Glenn County crop report). More than 300 farms and ranches are currently involved in the commercial production of beef and lamb, using approximately 230,000 acres of non-irrigated rangeland as a feed base, supplemented by over 15,000 acres of irrigated pasture. The county has over 140,000 acres of oak woodland, primarily blue oaks with a lesser population of black oaks that serve as grazing land, wildlife habitat, recreational sites and provide watershed value. Grasslands used for livestock grazing dominate the remaining 140,000 acres on the lower foothills. Conservation of wildlife habitat, oak woodlands, riparian areas, grazing lands and water quality are important to landowners and other users of Glenn County's abundant natural resources. For more county information refer to: <http://ceglenn.ucdavis.edu>

Colusa County encompasses approximately 740,000 acres. About half is used for intensive agriculture or urban development. The remaining land, which comprises the foothills in the western half of the county, is dominated by grasslands, shrub-lands, and coniferous forests, which are used primarily for livestock grazing, recreation and forestry. The range livestock industry in Colusa County is dominated by cow-calf operations, with lesser numbers of sheep, goats and other livestock. Animal agriculture is valued at \$10,243,000 (2007 Colusa County crop report). The important issues in Colusa County involve natural resources. For more Colusa County information refer to: <http://cecolusa.ucdavis.edu>

NATURE AND PURPOSE

The University of California Cooperative Extension (UCCE) is seeking a career-track academic advisor to conduct a county-based extension, educational and applied research program in livestock management, rangeland and natural resources. These programs will address issues such as watershed management, environmental quality, soil and resource conservation, efficient and sustainable production and marketing of livestock, safe and nutritious food for consumers, and sound stewardship of the natural resources in the range and wildland areas.

The primary function of the UCCE Advisor will be to provide leadership for extending useful, technical and economic research-based information, conducting problem-solving research, and coordinating UC Cooperative Extension programs between local clientele and University campus-based research/extension components. The advisor provides local subject-matter leadership and expertise in natural resource and livestock management.

MAJOR RESPONSIBILITIES

Academic appointees in University of California Cooperative Extension are responsible for developing and conducting a balanced program comprised of extending knowledge and information, conducting applied research and creative activities, maintaining professional competence, and commitment to University and public service.

The UCCE Advisor (academic) will plan and conduct educational programs to address critical issues in watershed management and environmental quality, management of animal pests and diseases, rangeland and pasture weeds, livestock production, commodity quality and food safety, and the productivity and efficiency of agricultural systems in range and wildland areas.

The Advisor will develop a program working collaboratively with ranchers and watershed landowners, public land management agencies and the public to address natural resource issues. Privately-owned oak woodlands and rangelands are an important component of watershed management in these three counties.

The Advisor will identify, initiate, coordinate and conduct research activities independently and in cooperation with UC Cooperative Extension Specialists, other UCCE Advisors, UC Agricultural Experiment Station faculty, county, state and federal land management agencies, and others including producers and land managers. Research will be designed to solve problems that directly or indirectly impact natural resources and livestock production within the three-county area.

The Advisor will assess and evaluate clientele problems and needs for this UCCE program, establish priorities, design and implement research projects, analyze, interpret and report results. Collaborating with campus-based UC Specialists and faculty, interpret and adapt research from UC and other institutions to address priority issues pertinent to the counties and region. Report research to clientele and others through various formats including meetings, newsletters, mass media, technical reports, and professional journals.

The Advisor is expected to develop competence and leadership for problem-solving and knowledge concerning livestock, rangeland and natural resource issues. The position requires a high degree of professional competence which is maintained by attending UC and ANR conferences and workgroup meetings, participating in professional societies, and keeping current with pertinent literature.

The Advisor will represent UCCE at local, state and national meetings related to their program area. The Advisor will provide public and University service through serving on committees and workgroups.

The Advisor is administratively responsible to the UCCE Tehama County Director and to the ANR UCCE Central Valley Regional Director.

AFFIRMATIVE ACTION

The Advisor is expected to implement outreach efforts to ensure nondiscrimination in program identification and delivery and promote and encourage maximum participation of minorities, women and other under-served groups. The Advisor will promote, in all ways consistent with other responsibilities of the position, the affirmative action goals established by the Division. This will include outreach objectives as a component in planning, implementation, and evaluating program efforts. Establish and update statistical data pertaining to female and minority populations to be served by programs. Record, document, and report plans, goals, activities, progress, and results, and submit the required activity reports as scheduled.

EDUCATION AND EXPERIENCE

A Master's degree in natural resources, animal science, range management, ecology or watershed management, or closely related discipline, is required. Candidates with advanced degrees in other related fields may be considered. The candidate should have a working knowledge of and familiarity with emerging issues in livestock and /or natural resource management. This would include upland watershed management; water quality and downstream pollution (non-source point pollution), production economics of variable production systems, food safety, ranch management (including small producers), watershed restoration, animal health, herd/flock management, exotic species, and knowledge of market development and resource management. Field experience is highly desired, along with demonstrated familiarity in conducting research and educational programs.

To be successful in the position, the following attributes are desirable:

- Working knowledge of biological, soil and water sciences and their application to animal agriculture,
- The ability to relate research-based information to the public and conduct issue-focused research,
- The ability to adapt quickly to changing program priorities and situations,
- Excellent oral and written communication skills and the ability to communicate with varied audiences,
- The ability to work with and to motivate people and self-motivation skills,
- The ability to teach effectively,
- The ability to plan and organize with skills necessary to conduct multiple projects simultaneously,
- The ability to work both independently and as a team member, and
- Excellent interpersonal skills to establish and maintain positive working relationships with clientele, public agencies, academic colleagues and support staff,

The following are required for this position:

- Licensing as a State of California Certified Rangeland Manager, or the necessary training and experience to obtain such license within three (3) to five (5) years from employment,
- Acquisition of a California Qualified Applicators Certificate (QAC) within nine months from employment,
- A background and criminal history check including fingerprinting; clearance prior to the hire date,
- Possession of or ability to obtain an appropriate, valid driver's license. Proof of minimum liability insurance required,
- Ability to work outdoors on agricultural sites, sometimes in conditions of excess heat or dust, and inclement weather.

SALARY

Beginning salary will be in the UC Cooperative Extension Assistant Advisor rank, dependent upon applicable experience and professional qualifications.

The Advisor position is an academic career-track appointment. Prior to the completion of the initial appointment, the position and the incumbent's performance will be reviewed. If the review reflects a continuing need for the position and the incumbent's performance is judged to be of high quality, our intention is to offer a second definite term appointment of two years, subject to renewal based on the same criteria. The Advisor must obtain their Certified Range Manager (CRM) license within three (3) to five (5) years of employment. After a maximum of three such consecutive definite term appointments, based on the above criteria, a decision will be made whether to offer an indefinite appointment.

For information regarding UCCE merit and promotion procedures, please refer to the ANR Administrative Handbook, Series 300, Section 315 at: <http://danr.ucop.edu/admin-handbook/300>

If the successful candidate is currently a UCCE Advisor, the candidate will be offered the position as a lateral transfer, retaining their current rank, step, salary, and definite or 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 thirteen paid holidays per year. A variety of health and dental insurance plans are available, with employer contributions to the premiums. In addition, the University provides basic life and disability insurance, which may be supplemented at group rates. Workers' Compensation Insurance is provided. The UC Retirement System is coordinated with Social Security and offers optional tax-deferred

annuity plans. Automobile insurance is available. Sabbatical and study leaves are available. For more information, refer to the UC Benefits website at: <http://atyourservice.ucop.edu>.

INTERVIEWS

A search committee will review all applications and associated materials, interview candidates, and recommend individuals most suitable for the position. Selected candidates will be asked to come to Red Bluff, California for an interview. Travel expenses for interviews will be reimbursed according to University of California policy.

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, including a list of potential references. Provide a minimum of four (4) and a maximum of six (6) references, including: Title/Name, current addresses, email address, and telephone numbers.
3. Resume or curriculum vitae
4. College Level Transcripts: **Official** transcripts required. Originals preferred, however, photocopies of original transcripts will be accepted in order to meet the closing date.

* References will be contacted for those applicants selected for interview.

* **Original** official transcripts must be received *prior to the interview date* from those applicants selected for interview.

Application and associated materials will not be returned to the applicant.

A. To download the UC ANR Academic Application form, visit our website at: <http://ucanr.org/cvr.joblisting>

B. To submit your complete applicant packet or to request a UC ANR Academic Application form:

UC ANR Cooperative Extension
Central Valley Region - Cindy Inouye
9240 S. Riverbend Avenue
Parlier, CA 93648

Voice: (559) 646-6535; FAX: (559) 646-6513

E-mail Address: recruit08-02@uckac.edu Internet: <http://cvr.ucdavis.edu/>

PLEASE REFER TO POSITION NUMBER #ACV 08-02 IN ANY CORRESPONDENCE.

The University of California prohibits discrimination or harassment of any person on the basis of race, color, national origin, religion, sex, gender identity, pregnancy (including childbirth, and medical conditions related to pregnancy or childbirth), physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or status as a covered veteran (covered veterans are special disabled veterans, recently separated veterans, Vietnam era veterans, or any other veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized) in any of its programs or activities. University policy is intended to be consistent with the provisions of applicable State and Federal laws. Inquiries regarding the University's nondiscrimination policies may be directed to the Affirmative Action/Staff Personnel Services Director, University of California, Agriculture and Natural Resources, 1111 Franklin Street, 6th. Floor, Oakland, CA 94607-5200, (510) 987-0096. January 2004