



UNIVERSITY OF CALIFORNIA
DIVISION OF AGRICULTURE AND NATURAL RESOURCES

CENTRAL VALLEY REGION



POSITION VACANCY ANNOUNCEMENT

Position: University of California Cooperative Extension, Horticulture Advisor - Orchard Crops and Systems

#ACV 08-01 Location: Tulare County, Tulare, California

CLOSING DATE: To assure full consideration, application packets must be received **by Friday, February 20, 2009** (open until filled).

BACKGROUND

Centrally located in California, Tulare County is situated in a geographically diverse region in the southern San Joaquin Valley with a growing population of 397,000. The climate is Mediterranean, with mountain peaks of the Sierra Nevada range rising to more than 14,000 feet in its eastern half. The extensively cultivated and very fertile valley floor in the western half has allowed Tulare County to become the second-leading producer of agricultural commodities in the United States. (<http://www.co.tulare.ca.us/>). Tulare County has 1.5 million irrigated acres producing more than 250 crops with a total annual value of over \$4 billion. The orchard crop industry represents over \$1 billion in gate value. (<http://agcomm.co.tulare.ca.us>)

The successful candidate will be part of an award-winning team of experts addressing critical production and environmental issues for California agriculture and will join a highly professional staff of Advisors specializing in animal science, agronomy, horticulture, alternative crop development, youth development, and family consumer science. The county provides excellent support including: modern private office, clerical and field staff support, a dedicated vehicle, equipment and laboratory space for conducting field research, storage facilities, modern meeting and conference facilities. Start up funds are available as well as research funding from a variety of sources..

This University of California Advisor position will specialize in nuts, olives, and dried plums (prunes). Based on the 2007 Tulare County Crop and Livestock Report, these three crops represent over 75,000 acres with a farm gate value over \$330 million and 1,600 clientele. Tulare County is one of the 5 largest walnut producing counties with 26,000 acres; is the number one olive producing county with 11,500 acres; and is the fifth largest dried prune producing county with 4,500 acres. Other important nut crops include increasing acreages of almonds (22,000 acres), and pistachios (12,800 acres).

NATURE AND PURPOSE

This UCCE Orchard Crops and Systems Advisor position will specialize in walnuts, almonds, pistachios, pecans, olives, and prunes. As part of a horticulture team, this position will address important resource, economic, environmental, and production issues of these major orchard crops. Through analysis and evaluation of local industry needs and production problems, the incumbent will develop and implement a research and education program related to orchard systems, integrating economic viability, production efficiency and preservation of the resource base, and environmental stewardship. Specific problems to be addressed may include: exotic pest control and management, irrigation and nutrition management, plant growth and crop development, integrated pest management, economic and sustainable management

practices, maintaining competitiveness, evaluation and development of alternative cropping and farming systems, and precision agriculture for orchard systems.

MAJOR RESPONSIBILITIES

Academic appointees in University of California Cooperative Extension (UCCE) 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 conduct a highly visible, collaborative, multi-faceted applied research and extension education program related to orchard production, pest management and environmental interactions. The Advisor will identify and prioritize education and applied research needs of primary clientele in Tulare County. Clientele includes growers, managers, pest control advisors, allied industries, and environmental entities or agencies.

The Advisor will develop, collect, and disseminate appropriate research results as educational outreach to assist producers in the adaptation and implementation of new information and improved management practices. The Advisor will use a variety of educational methods, including individual on-farm or office consultations, and meetings with producer groups. The Advisor will serve as a source of information for clientele by preparing and publishing bulletins, newsletters, articles in trade and technical journals, and web-based publications.

The Advisor will develop collaborative working relationships with other UC Cooperative Extension Advisors, campus-based UC Cooperative Extension Specialists, UC Agricultural Experiment Station (AES) faculty, and other researchers. The Advisor will conduct on-farm problem solving research with CE Advisors, CE Specialists, AES faculty, orchard industry, allied industry and agencies. The Advisor will determine priorities for this research, through needs assessments with clientele, ANR workgroups, county director, and appropriate advisory groups. The Advisor is expected to acquire funding to assist in the conduct of effective research and to manage funds and personnel in accordance with University and County policies.

The Advisor will develop and maintain communications between UCCE, the orchard industry and relevant allied industries, and participate as a team member in regional and statewide applied research and education activities. The Advisor will be expected to participate in UC service including active participation in relevant ANR workgroups. Public service activities include leadership and membership roles on various local and statewide committees and boards to include industry, planning and regulatory agencies. The Advisor is administratively responsible to the UCCE Tulare 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 minimum of a Master's degree in horticulture or plant/crop sciences or a related discipline is required. Knowledge of applicable orchard production systems and production/management issues is highly desirable including a working knowledge of applied horticulture. Field experience and course work in insect and disease management disciplines is desirable. Ability to work well with diverse groups of people and the ability to establish credibility with growers is essential. Knowledge in agricultural economics, marketing, and soil and water science is desirable. The candidate should have a strong desire and demonstrated capacity to conduct extension programming and applied research.

To be successful in the position, the candidate should demonstrate the following:

- Basic knowledge of biological and environmental sciences and their application to production agriculture;
- The ability to plan, organize, implement, and evaluate the orchard systems extension program;
- The ability to plan and conduct properly designed problem solving research, including statistical analysis;
- An understanding of the California orchard industry;
- The ability to carry out both independent and collaborative research projects;
- The ability to work as an effective and productive member of a team, as well as independently;
- The ability to teach effectively;
- The ability to adapt quickly to changing priorities and situations;
- Computer skills to include word processing, spreadsheet, presentations, and statistical analysis;
- Excellent oral and written communication skills;
- The ability to motivate people and to work cooperatively;
- Excellent time-management and self-direction skills;
- Ability to apply research-based information to farm applications;

The following is required for this position:

- Acquisition of a California Qualified Applicators Certificate (QAC) within nine months from employment.
- Possession of or ability to obtain an appropriate, valid driver's license. Proof of minimum liability insurance required.
- Ability to work outdoor 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. 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 his/her 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. An excellent UC Retirement System is coordinated with Social Security; and optional annuity plans may supplement retirement. Employee-paid 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 Tulare, 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 and /or curriculum vitae
4. College Level Transcripts: **Official** transcripts required. Originals preferred, however, photocopies of original transcripts will be accepted.

References will be contacted for 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 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: recruit08-01@uckac.edu Internet: <http://cvr.ucdavis.edu/>

PLEASE REFER TO POSITION NUMBER #ACV 08-01 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, 7th. Floor, Oakland, CA 94607-5200, (510) 987-0096. January 2004