

University of California
Agriculture and Natural Resources

POSITION VACANCY ANNOUNCEMENT

University of California
Division of Agriculture and Natural Resources

Assistant Specialist – Small Farms and Specialty Crops
University of California Cooperative Extension Fresno & Tulare
Counties
AP #19-10

LOCATION HEADQUARTERS: 550 E Shaw Ave #210-B, Fresno, CA 93710

SUBMISSION DATE: To ensure full consideration, submit application materials by December 13, 2019. Those received after this date may be considered if the position has not yet been filled (open until filled).

POSITION PURPOSE: The Assistant Specialist will work closely with the Small Farms and Specialty Crops CE Advisor in Fresno and Tulare Counties, and the Hmong Agricultural Assistant, to coordinate research and extension activities related to soil health, nutrient management, irrigation, and organic production of Southeast Asian vegetables and other specialty crops. This position will be involved in several projects including: 1) research on fertilizer and irrigation practices for moringa in the San Joaquin Valley; 2) research on nitrogen uptake in moringa, lemongrass, and bok choy; and 3) implementation of Healthy Soils Program projects funded for small-scale, socially disadvantaged farmers.



This position requires the ability to work independently, plan and coordinate activities on research projects, work productively with other team members, maintain an awareness of cross-cultural communication skills, and accomplish research and education goals consistent with UC ANR's mission and values.

The Specialist position is a non-career track position. The position is a one-year renewable term appointment with a merit cycle every two years. The performance in the position will be evaluated annually. The position will be extended based on performance and availability of funding.

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. 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.

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 Plan for the Sustainable Food Systems Strategic Initiative. The Strategic Plans for each strategic initiative can be found at <http://ucanr.edu/sites/StrategicInitiatives/>.



ACADEMIC EXPECTATIONS: All UC ANR Specialist series titles are expected to engage in specialized research and use their professional expertise to make scientific and scholarly contributions. Appointees are also responsible for performance in areas of professional competence and activity.

Research: All UC ANR Specialists are expected to engage in specialized research and to provide science-based information addressing complex issues.

Professional Competence: All UC ANR Specialist series titles are required to demonstrate professional competence in their programmatic areas. Professional competence includes participation in training activities to enhance professional development, such as 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 Specialist series titles are encouraged, although not 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 involves activities and events in which the incumbent 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:

Programmatic competence includes:

- Conduct research on nutrient management and fertilizer and irrigation requirements of specialty crops including project design, data collection, use of specialized equipment, travel to farms, and data analysis.
- Conduct field trials and data analysis on organic soil management practices for specialty vegetable crops.
- Provide extension support to small-scale, socially disadvantaged farmers for implementation of Climate Smart Agriculture projects including use of compost, cover crops, hedgerows, windbreaks, and other soil conservation practices.
- Develop outreach publications targeting small-scale, socially disadvantaged farmers in coordination with community education specialists.
- Publish manuscripts of research results in peer-reviewed journals.
- Prepare required reports for grant-funded projects.

Communication competence includes:

- The candidate must have excellent written, oral and interpersonal communication skills.
- Participate in policy communications with public agencies, nonprofit partner organizations, and grower clientele.

Collaboration, Teamwork & Flexibility:

- Assist advisor with and co-teach extension workshops related to soil health, nutrient management, irrigation, and organic production.
- Coordinate outreach and extension around research in cooperation with project collaborators.
- Serve the public by participating in activities of public agencies or



professional societies that address key public needs.

Professional Development & Lifelong Learning:

- Present results of research at professional meetings.

RELATIONSHIPS: The Specialist is administratively responsible to the UCCE Fresno County Small Farms Advisor.

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

EDUCATION AND EXPERIENCE

Required Qualifications

Programmatic competence

- An earned Masters degree in the agricultural sciences such as soil science, plant science, agronomy, agroecology, or a related field.
- Experience in soil science, nutrient management, management of soil organic matter, irrigation, and/or soil conservation practices.
- Strong statistical and quantitative skills and experience applying these skills to diverse types of ecological data sets.

Communication

- Excellent written, oral and interpersonal communication skills.
- Skills to communicate and extend technical information to diverse audiences.

Collaboration, Teamwork & Flexibility

- Experience managing field research and leading field crews in research implementation.
- Ability to lead field work under remote field conditions.

Desired Qualifications

- Experience publishing research in peer-reviewed journals.
- Experience with proposal development and familiarity with project planning and assessment tools and strategies.

SALARY: Beginning salary will be in the Specialist series (Assistant, Step I). For information regarding Specialist series salary scales, please refer to:

<https://ucanr.edu/sites/anrstaff/files/307643.pdf>

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. For more information, refer to the UC Benefits website at:
<http://ucnet.universityofcalifornia.edu/>

HOW TO APPLY: To be considered, applicants must electronically submit the following five components of the Application Packet via UC Recruit by visiting: <https://recruit.ucanr.edu>:

1. Cover Letter explaining how your experience and training qualifies you to meet the responsibilities of the position
2. Curriculum Vitae or Resume
3. 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. Guidelines for writing a DEI Statement can be found at:
<https://academicaffairs.ucdavis.edu/guidelines-writing-diversity-statement>
4. 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.
5. 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. Please DO NOT send transcripts that are password protected.

To submit your application materials, please visit UC Recruit at: <https://recruit.ucanr.edu/> and select "Applicants". For full consideration, application packets should be submitted in their entirety no later than December 13, 2019.

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 3 to 4 weeks after the submission deadline, applicants with appropriate and applicable education and experience will be invited to participate in an in-person interview.

Please note that successful applicants are responsible for ensuring their eligibility to work in the United States (i.e. citizen or national of the United States, a lawful permanent resident, a foreign national authorized to work in the United States without need of employer sponsorship) for the duration of the appointment period.

Applicants may wish to explore the UC Davis Services for International Students and Scholars web page at https://siss.ucdavis.edu/scholars_depts/permanent_residence.html as a resource.

For information regarding this position, please contact:

University of California

ANR Academic Human Resources

Tatiana Avoce

(530) 750-1277

E-mail: anracademicsearch@ucanr.edu

Internet: <https://ucanr.edu/About/Jobs/>

PLEASE REFER TO POSITION NUMBER AP #19-10 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, national origin, disability, age or protected veteran status.

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.