POSITION VACANCY ANNOUNCEMENT

University of California Cooperative Extension
Division of Agriculture and Natural Resources

Area Small Farms Advisor
Serving Santa Clara, Santa Cruz & San Benito Counties
AP #15-10

Location Headquarters: Santa Clara County, San Jose, California

CLOSING DATE: To assure full consideration, application packets must be received by September 3, 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 in the area of small-scale production of vegetable and specialty crops. This position will provide expertise in soils, irrigation, crop nutrition, and integrated pest management through collaborations with other CE advisors, CE specialists, UC faculty and private industry representatives. The advisor will also address critical issues related to marketing, compliance with food safety, labor, pesticide and water quality regulations that affect the economic viability of small-scale family farms in Santa Clara, Santa Cruz and San Benito counties.
This CE advisor will support a regional interdisciplinary effort focused on research and outreach around a sustainable food system. This interdisciplinary team includes a team of CE advisors and CE specialists addressing small farm issues around the state and IPM and urban agriculture CE advisors headquartered in the Central Coast and Bay area. Outreach and collaboration with CE advisors in the Central Coast counties of Santa Cruz, San Benito, and Monterey is also essential for maintaining strong working relationships with local farming communities and provides research-based information and training to small-scale and mid-size growers. The program enjoys excellent relationships with local grower organizations such as the Farm Bureau, a local ethnic Chinese grower association (Bay Area Chrysanthemum Grower Association), farm incubator organizations like Agriculture and Land-Based Training Association (ALBA), SAGE and with Community Alliance with Family Farmers (CAFF). Other collaborations and established networking relationships include the UC Santa Cruz Center for Agroecology and Sustainable Food Systems (CASFS) and several public agencies such as USDA’s National Resources Conservation Service and Farm Service Agency, Resource Conservation Districts, and county Agricultural Commissioners.

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/](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 read about UC Cooperative Extension Santa Clara, Santa Cruz and San Benito Counties at: [http://cesantaclara.ucanr.edu](http://cesantaclara.ucanr.edu), [http://cesantacruz.ucanr.edu](http://cesantacruz.ucanr.edu) and [http://cesanbenito.ucanr.edu/](http://cesanbenito.ucanr.edu/)

**EXTENSION:** Extension activities will integrate the ANR strategic initiatives with input from small-scale farmers and careful analysis of grower needs. Activities will include grower meetings, field days, and personal one-on-one farm visits. The meetings may include a small farm series which would consist of several workshops designed to address the educational needs of entry level farmers. Outreach methods will also include web conferences, ANR publications, peer-reviewed journals, 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.

**RESEARCH:** All UC ANR academic advisors are expected to develop and implement applied research programs to provide science based information addressing complex issues. Small-scale farmers generally have many critical research needs. Potential research areas include:
Specialty and ethnic crops: introduction and production research
Nutrient management especially in peppers, Asian vegetables, and tomatoes, and other specialty crops
Irrigation and water use efficiency and quality
Irrigation impact on crop productivity, quality and postharvest "shelf life"
IPM and alternative pest management for specialty crops
Sustainable, transitional and organic production systems
Evaluation of consumer acceptance of new crops or new production practices
Environmentally friendly energy and its use in crop production
Food safety

MAJOR RESPONSIBILITIES:
- Conduct and report 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 monitor changes and solve locally relevant problems.
  - Disseminate appropriate, 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 Cooperative Extension’s credibility by providing science-based knowledge.
  - Evaluate programs and report accomplishments, results, and potential or actual impacts to scientific and lay audiences through a variety of outreach methods (internet, workshops, newsletters).
  - Develop collaborative teams with the UC Small Farm Program and other UC ANR academics, including campus-based CE specialists, AES faculty, CE advisors and/or others, to address priority issues for the small farms community.
- 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 Santa Clara county director. The advisor is primarily responsible for maintaining collaborative relationships with University colleagues, clientele and partners.
**AFFIRMATIVE ACTION:** An understanding of and commitment to UC ANR’s affirmative action goals and commitments is expected of all CE advisors.

**EDUCATION AND EXPERIENCE:** A minimum of a master's degree, though other advanced degrees are encouraged, is required in a discipline such as plant science, agriculture or a closely related field. The mandatory master’s degree combined with a degree in Economics or Sociology is desirable. Basic knowledge of Asian and/or Hispanic cultures as well as knowledge of a foreign language are desirable. Working with limited resource farmers requires that the CE advisor be familiar with specialty crop distribution and marketing. Excellent written, oral and interpersonal communication skills are required. A demonstrated ability in applied agricultural research and extension is desirable. Basic knowledge of computer usage, software use of programs like Microsoft Office or equivalent is recommended.

**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](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/](http://ucnet.universityofcalifornia.edu/)

**HOW TO APPLY:** To be considered, applicants must electronically submit the following four components of the Application Packet to [ANRacademicsearch@ucop.edu](mailto:ANRacademicsearch@ucop.edu) (PDF format is preferred):

1. **Cover Letter**
2. **ANR Academic Application Form**— from the ANR website at: [http://ucanr.edu/academicapplication/](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. **CV 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 #15-10 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, 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.