

University of California

Agriculture and Natural Resources

POSITION VACANCY ANNOUNCEMENT

University of California Cooperative Extension Division of Agriculture and Natural Resources

Small Farms Advisor

Serving Yolo, Solano and Sacramento Counties

AP #14-07

Location Headquarters: Yolo County, Woodland, California

CLOSING DATE: To assure full consideration, application packets must be received by August 10, 2014 (open until filled).

BACKGROUND: 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 (UCCE) academic advisor to conduct a multi-county-based extension and applied research program in the area of small-scale farms engaged in direct and nontraditional wholesale marketing of vegetable and fruit crops. Through collaborations with other UCCE farm advisors, UCCE specialists and private industry representatives, the Advisor will be responsible for extending research-based information on all aspects of small farms with particular emphasis on organic agriculture production systems in Yolo, Solano and Sacramento Counties.



Small-scale organic agriculture has grown to become a prominent sector of the agricultural industry within this three-county region. The placement of this advisor greatly enhances the research/ extension network due to the proximity of the UC Berkeley and UC Davis campuses to Yolo, Solano, and Sacramento Counties. Governmental policies in the counties exist to assure that a viable agriculture production industry is part of each county's fabric. Small-scale and organic agriculture production operations are important elements of the expanding local regional food system serving large metropolitan areas. Small-scale farmers in this region are an ethnically diverse group that includes Hispanic farmers and farm

workers and many Southeast Asian farmers primarily growing strawberries. The advisor will provide a vital leadership role for existing and aspiring small-scale farmers at the local level, and will also interface often with the UC ANR Small Farm Program (<http://sfp.ucdavis.edu/>) at regional and statewide levels regarding research and extension efforts related to production, marketing and regulatory issues.

Our Culture: Working at UC ANR offers a career with a history and long-term future. Since the first Advisors were hired in California almost 100 years ago, we have maintained our central purpose as stewards, problem-solvers, catalysts, collaborators, and educators. Academics in UC ANR enjoy a network of University colleagues across our system of local UCCE offices, statewide programs, 3 AES colleges and 1 professional school in the UC system. Our University culture is characterized by collaboration in a highly productive working environment. New academic staff are mentored and supported by this network of colleagues.

The UC ANR vision guides priorities in research, outreach, service, and resource allocation. UC ANR envisions a thriving California in 2025 where healthy people and communities, healthy food systems, and healthy environments are strengthened by a close partnership between the University of California and its research and extension programs and the people of the state. The University remains connected and committed to the people of California, who enjoy a high quality of life, a healthy environment and economic success in a global economy. The full Strategic Vision is available at: [http://ucanr.edu/About ANR/Strategic Vision/](http://ucanr.edu/About%20ANR/Strategic%20Vision/).

Yolo, Solano and Sacramento Counties are located within the Sacramento Valley. Yolo County, the headquarters for this position, is home to the University of California Davis campus, and is located in the rich agricultural region of California's Central Valley, just to the west of our state capital. There are four incorporated cities in Yolo County: Davis, West Sacramento, Winters, and Woodland. Yolo County cities are known for their commitment to managed quality growth and for providing economic opportunity while accommodating growth and change. Preserving the agricultural land



base and small city and rural quality of life are important to residents of Yolo County. Small-scale farming operations are found throughout the county, with many concentrated in the Capay Valley (<http://capayvalleyfarmshop.com/blog/farmnews/capay-valley-grown/>).

Solano County is rich in diversity of its history, climate, terrain, crops and people. Solano County, historically, has been a rural environment with the production of food and fiber. The county has grown increasingly urban in the past thirty years. Solano County is located equidistant between the Bay Area and Sacramento. The county maintains a strong agriculture industry with small-scale farming operations located throughout the county, many of which are found in the Suisun Valley near Fairfield (<https://www.suisunvalley.com/>).

Sacramento County is located in the center of the Central Valley and is home to the City of Sacramento which is the county seat, the state capital and a major metropolitan hub. The greater metropolitan area of Sacramento extends south, east and northeast to include several other cities, some located in neighboring counties. Sacramento County is flanked on the south by the Sacramento Delta, Yolo County to the west, a rice growing region to the north and the Sierra Nevada foothills to the east. Sacramento began as a fort outpost, but swelled in population growth as it became the gateway to gold exploration in the mid-1800s and the state capital in 1850. Sacramento County's most fertile agricultural soils formed through sediment accumulation as a result of episodic flooding of the Sacramento and American rivers. Reclamation of frequently flooded lands for agriculture was accomplished by the late 1800s through the construction of levees, although significant flooding risks persist today. Clay soils in the north county are predominantly used for rice production while the Delta region is home to a diverse array of crops. Most small-scale farms are found in areas east and south of the City of Sacramento and some in the heart of urban zones.

Refer to the following websites for more information regarding UC Cooperative Extension in Yolo, Solano, and Sacramento Counties and the UC ANR Small Farm Program.

<http://ceyolo.ucanr.edu/>

<http://cesolano.ucanr.edu/>

<http://cesacramento.ucanr.edu/>

<http://sfp.ucdavis.edu/>

NATURE AND PURPOSE: The UC Cooperative Extension Small Farm Advisor will conduct applied research and facilitate interactions and information exchange among campus-based academics, CE Advisors and commercial stakeholders. The advisor is expected to address the critical issues related to small-farm production, with a particular emphasis on organic production practices, while also serving conventional small-scale growers. The academic in this position will be expected to interact with UC ANR Program Teams, Specialists and others within the research/extension network to develop, strengthen and expand the local delivery of statewide programs.

Extension: Outreach methods will include individual consultations, field days, tours, meetings, 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. This position involves extensive collaboration internally with the Small Farm Program and other ANR academics as well as governmental, non-governmental and private partners in Yolo, Solano, and Sacramento Counties. In addition, the area's dozens of Southeast Asian strawberry growers have very limited resources and have specialized extension and research needs regarding irrigation management, fertilization, and pest management.

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 and many of those in the three-county region have highly developed production and marketing systems. An especially acute need has been identified by small-scale organic farmers in this region for information on more cost-effective and sustainable organic production practices specifically addressing soil fertility, plant nutrition, pest

control, irrigation, economics, food safety, water quality, post harvest practices, marketing, and crop-livestock integration in both organic and conventional small scale farming. Understanding the complexity of crop production and agro-ecosystem parameters is best accomplished through integrated and collaborative research with other UC academics, clientele, and commodity groups. Efforts to ensure economic sustainability, as well as environmentally sound practices, are essential to the success of small-scale farming operations over time. Direct and innovative wholesale marketing opportunities and other economic strategies may also be an area of research.

General Academic Expectations: The academic in this position will be expected to interact with UC ANR Program Teams, Specialists and others within the research/extension network to develop, strengthen and expand the local delivery of statewide programs.

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

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 other UC ANR academics, including campus-based specialists, AES faculty, CE Advisors and/or others, to address priority issues for the small farms community.

RELATIONSHIPS: The Advisor is primarily responsible for maintaining collaborative relationships with University colleagues, clientele and partners. As of July 1, 2014 the UCCE programs in Yolo, Solano and Sacramento Counties will begin operating under a multi-county partnership agreement that consolidates operations under one administrative unit. The Advisor is administratively responsible to the UCCE Capitol Corridor Multi-County Partnership 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 agricultural, plant science, or a closely related field. Additional experience in soil science, agro-ecology and sustainable agriculture is preferred. Post-graduate agricultural experience in applied research, education, or in private enterprise in small-scale and organic agricultural production is advantageous. Excellent written, oral and interpersonal communication skills are required. A demonstrated ability in applied agricultural research and extension is desirable. Ability to communicate effectively in a second language is desirable. The academic in this position must acquire a California Qualified Applicator Certificate (QAC) (http://www.cdpr.ca.gov/docs/license/app_packets/qac.pdf) within nine months from the date of hire.

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 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 approximately thirteen paid holidays per year. Sabbatical leave is available to qualified academics. ANR is part of UC's Family-Friendly Policies. 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. Automobile insurance is available. 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 four components of the Application Packet to ANRacademicsearch@ucop.edu (PDF format is preferred):

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. 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***

***Fiona Wei
(530) 750-1375***

E-mail Address: ANRacademicsearch@ucop.edu

Internet: <http://www.ucanr.edu/jobs/>

PLEASE REFER TO POSITION NUMBER AP #14-07 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.