POSITION VACANCY ANNOUNCEMENT

University of California Cooperative Extension
Area Urban Ag Advisor
Serving Alameda, Contra Costa, San Mateo and Santa Clara Counties
and County Director for Alameda and Contra Costa Counties
AP #13-03

Location Headquarters: Alameda County, Alameda, California

CLOSING DATE: To assure full consideration, application packets must be received by May 5, 2013 (open until filled)

BACKGROUND: The University of California Cooperative Extension (UCCE), a statewide program with local development and delivery, is seeking an academic advisor to conduct a multi-county-based extension, education and applied research program to lead and expand agriculture as an integral part of urban growth, population change, land use, and public policies that enable productive use of urban land. The Area Urban Ag Advisor will address critical urban issues of sprawl, vacant city lots, public desire for safe local food, food insecurity and community livability.

The Bay Area, which is home to over seven million people and over 100 cities and towns, continues to have productive working landscapes that provide a diversity of food for regional and worldwide markets. Twenty million tons of food a year are produced on the roughly ten million acres of agricultural land within 100 miles of the Golden Gate. This includes more than 80 different crops and livestock products in a myriad of varieties. Bay Area farming operations are diverse in their acreage, scale of operations, and markets.

Over the past decade, local governments have begun to explore programs that preserve agricultural land, and some are starting to support limited agricultural economic development efforts. Some county governments in the region have established agricultural advisory task forces and food councils to address urban agricultural issues. Several counties, including Alameda and Contra Costa, have amended zoning laws to allow for the expansion of direct marketing of agricultural products and associated value-added facilities. Some county governments, such as San Mateo and Contra Costa, are considering local food purchasing policies that require county
departments to purchase food from local farmers.

Bay area consumers, many of whom take pride in their region and its unique quality of life, are advocating for the preservation of family farms, and many have embraced the idea of eating locally grown foods. This growing interest has created a number of issues and opportunities: the use of urban vacant land for farming, county/city zoning and planning policies, food-processing and distribution policies, food access and justice issues, and environmental and ecological food production. The Bay area interest in urban agriculture and sustainable food systems provides an ideal opportunity for conducting valuable research and extension.

Our Culture:

Working at UC ANR offers a career with a history and a 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 colleagues across our system of local offices, statewide programs, 3 colleges and 1 professional school in the UC system. Our culture is characterized by collaboration and entrepreneurship in a vibrant working environment. New academic staff are mentored and supported by this network of colleagues.

The UC ANR vision guides priorities in research, education, service, and resource allocation. 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_ANR/Strategic_Vision/).

Alameda County, the headquarters for this position, is located in the East Bay region of the San Francisco Bay Area. Alameda County is the seventh most populous county in California, and has 14 incorporated cities and several unincorporated communities. Approximately 1.5 million people reside in the county. Alameda County is now one of the most ethnically diverse regions in the Bay Area and the nation. According to the California Department of Education, there are 53 languages spoken in the K-12 public school systems.
The county has more than 350 parks and 18 school districts. Public agencies in Alameda County are very active in encouraging programs in pollution prevention and integrated pest management.

Please visit the following websites for more information regarding UC Cooperative Extension in Alameda, Contra Costa, San Mateo and Santa Clara Counties:

http://cealameda.ucanr.edu/
http://cecontracosta.ucanr.edu/
http://cesanmateo.ucanr.edu/
http://cesantaclara.ucanr.edu/

NATURE AND PURPOSE:

The **County Director** is responsible for the coordination and overall operation of Cooperative Extension programs in Alameda and Contra Costa Counties. Responsibilities includes oversight of effective educational and research programs, direction and leadership of academic and support staff assigned to county Extension programs; maintaining effective communication within the University and county government, securing adequate county Extension budgets, developing and maintaining good working relationships with public and private agencies and with both Alameda and Contra Costa Counties.

**Extension:**
The Area Urban Ag Advisor will work with a diverse group of colleagues and clientele to provide local leadership in planning and developing educational programs to address the needs of clientele in Alameda, Contra Costa, San Mateo and Santa Clara Counties. Extension activities will be delivered to clientele including urban agriculture producers, community service organizations, non-governmental organizations, city, county, and policy decision makers involved in urban agriculture. Specifically, the advisor will provide information and advice to city and county government to improve and coordinate policies and programs that facilitate and support urban agriculture and the production of value added agriculture products. The advisor will provide information and analysis on the levels and trends in consumer demand for agricultural products to assist urban agricultural producers in their decision-making, marketing, processing, and distribution.
The advisor will use a mix of traditional and emerging outreach tools including individual consultations, field days, tours, meetings, web conferences, ANR publications, peer-reviewed journals, online learning, web content systems and repositories, social media, impact and evaluation tools, along with specialized and public media outlets appropriate to the clients.

**Research:**
The Area Urban Ag Advisor will work with a network of UC scientists and collaborators contributing to urban agriculture. The advisor will make significant contributions to the study of urban agriculture through science and policy analysis support on market opportunities, scale of production, and infrastructure requirements. The advisor will work collaboratively to provide local leadership for planning, coordinating and conducting applied research activities related to urban agriculture in Alameda, Contra Costa, Santa Clara, and San Mateo Counties. The academic in this position will be expected to interact with UC ANR program teams, specialists, advisors and others within the research/extension network to develop, strengthen and expand the local delivery of statewide programs.

**MAJOR RESPONSIBILITIES:**

- Conduct and report regular 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](http://ucanr.edu/files/906.pdf).
  - Conduct applied research designed to monitor changes and solve locally relevant problems.
  - Disseminate useful, 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 Cooperative Extension’s credibility by providing science-based knowledge and skills independent of personal or parochial interests.
  - Evaluate programs and report accomplishments, results, and potential or actual impacts to scientific and lay audiences.
  - Develop collaborative teams with other UC ANR academics, campus-based specialists and faculty and/or others, to address priority issues for UC ANR.

**RELATIONSHIPS:** The Advisor/County Director is administratively responsible to the Associate Director of Cooperative Extension.

**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, natural resource, and community economics and development, business and marketing development, and agricultural production science. An educational background and/or work experience in agricultural production, and food processing, land use policy development, and marketing and business planning is desirable. A demonstrated ability in applied agricultural research and extension of
information is desirable. Excellent written, oral and interpersonal communication skills are required. Skills to communicate effectively in a second language are desirable. Demonstrated administrative leadership and personnel management is desirable.

**SALARY:** Beginning salary will be in the Cooperative Extension 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, ANR website: [http://ucop.edu/academic-personnel/_files/1112/table28.pdf](http://ucop.edu/academic-personnel/_files/1112/table28.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.

**ADDITIONAL REQUIREMENTS:** A background investigation will be required for the successful candidate, including fingerprinting and a criminal history clearance by the Department of Justice and the Federal Bureau of Investigation.

This position is subject to the requirements and compliance of the California’s Child Abuse and Neglect Reporting Act (CANRA). Employment within UC ANR is contingent upon securing written acknowledgement to comply with California law.

**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://atyourservice.ucop.edu](http://atyourservice.ucop.edu).

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

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. Curriculum Vitae or Resume
4. College Level Transcripts: Original transcripts preferred, however, 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:

ANR Academic Personnel
Academic Recruiter
University of California, Ag & Natural Resources
Pam Tise
pdtise@ucanr.edu

Voice: (530) 752-7497; FAX: (530) 752-7785
E-mail Address: ANRacademicsearch@ucop.edu
Internet: http://www.ucanr.edu/jobs

Please refer to Position #13-03 in all 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/Academic Personnel Executive Director, University of California, Agriculture and Natural Resources, One Shields Avenue, DANR Building, Hopkins Road, Davis, CA 95616