

POSITION VACANCY ANNOUNCEMENT

University of California Cooperative Extension Division of Agriculture and Natural Resources

**Director, Desert Research & Extension Center &
Cooperative Extension Advisor--Vegetable Crop or Agronomic Crop Production
AP #11-08**

Location: El Centro, California

CLOSING DATE: To assure full consideration, application packets must be received by October 21, 2011 (open until filled).

The University of California, Division of Agriculture and Natural Resources (ANR), a statewide program with local delivery, is seeking a Research and Extension Center Director and Academic Cooperative Extension Advisor to provide leadership to the Desert Research and Extension Center (DREC) and conduct an extension education and applied research program to address critical issues facing agronomic or vegetable crop production.

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.

[http://ucanr.org/About ANR/Strategic Vision/](http://ucanr.org/About%20ANR/Strategic%20Vision/)

BACKGROUND: The Imperial Valley has some of the most innovative farming enterprises in the United States producing winter vegetables, seed and nursery crops, beef, milk, fruit and agronomic crops in a year-round growing climate. Imperial County has 550,000 acres of irrigated farm land with over 500 family-owned farms producing a gross farm gate value of approximately \$1.4 billion annually. There are approximately 100,000 acres of vegetable crops (including lettuce, spinach, cole crops, onions), 350,000 acres of field crops (including alfalfa and other hay crops, desert durum wheat, sugarbeets, sugarcane), 75,000 acres of seed and nursery crops, 6,000 acres of fruit

crops, and a significant animal production section (beef, sheep, dairy). Essentially all Imperial County agriculture is produced under irrigation, and water management and efficiency issues are critical to this area. The agricultural industry presence in the area provides a wealth of opportunities for collaboration with producers of a wide array of products. Imperial County is home to approximately 175,000 residents in an area extending over 4,597 square miles, bordering Mexico to the south, Riverside County to the north, San Diego County to the west, and Arizona to the east. The terrain varies from 235 feet below sea level at the Salton Sea to 4,548 feet at Blue Angel Peak.

The Desert Research and Extension Center (DREC) has an annual budget of approximately \$750,000, encompasses approximately 225 acres of land, and maintains more than 18,000 square feet of buildings. There are currently 16 career staff employees with additional seasonal labor and support staff. The Center supports a wide range of research and extension activities conducted by academics from the local Cooperative Extension County offices as well as from the Davis and Riverside campuses and with outside agencies. The Center supports more than 40 research projects annually and manages a premier outreach program called "Farm Smart" which hosts educational tours for youth and senior citizens.

NATURE AND PURPOSE: Cooperative Extension and the Desert Research and Extension Center are responsible for providing opportunities for collaboration, integration and delivery of research and extension programs relevant to Imperial County and the wider region. The Center Director position is a combination administrative assignment and programmatic assignment in a discipline related to vegetable crop or agronomic crop production.

The Center Director will provide University of California researchers and educators with managed and sustainable resources to conduct quality research and extension programs on high-priority statewide and regional issues. As Center Director, the incumbent will administer personnel, staff development, budget, liaison activities, and physical facilities. The incumbent will maintain relationships with outside agencies, governing bodies and community organizations and clientele; provide and promote coordination and collaboration with campus-based and county-based researchers to facilitate the successful delivery of research and educational programs at the Center.

As with all UC ANR Academics, the CE Advisor is expected to maintain academic program activities. The academic program activities include applied research and extension programs relevant to the issues of the region, including Imperial County, and the overall goals of the Center. In a leadership capacity, the incumbent has responsibility to further develop the role and impact of the Center and UC Cooperative Extension (UCCE) to benefit the citizens of the region and the state.

MAJOR DUTIES AND RESPONSIBILITIES:

The successful candidate will provide leadership for research and extension in one of California's most important agricultural regions. Specific aspects of duties include:

- Develop and conduct a Cooperative Extension education and research program that meets critical needs and builds the knowledge base in the disciplines represented.
- Provide leadership, expertise and direction for the management of the Center including prioritization and allocation of financial and human resources, long-range facility planning and development, and space planning and allocation.

- Supervise the management of business and financial activities of the Center including accounting, payroll, purchasing, inventory, business contracts and agreements, and sale of farm commodities.
- Participate in regional and statewide ANR committees, workgroups and meetings to ensure strong linkages and effective communications between the REC system, UCCE Imperial County, ANR administration and appropriate UC campus departments.
- Manage the Center's research project proposal, review, and resource allocation process; coordinate and assist researchers at the Center to conduct applied/adaptive research to resolve significant issues and to test systems of selected technologies and practices. The successful candidate will be expected to develop an extramurally-funded research program; forge strong interactions with local county partners and clientele, as well as UC colleagues; contribute to core research and extension goals established within ANR; and assist in establishing an innovative multi-disciplinary program in their field of expertise.

RELATIONSHIPS: The Desert Research and Extension Center reports to the ANR Associate Vice-President, Academic Programs and Strategic Initiatives. This position will report directly to the Associate Director, Research and Extension Center System. The incumbent will maintain communication and working relationships with CE Specialists and Advisors, Agricultural Experimental Station faculty and researchers, ANR Strategic Initiative Leaders and other co-workers.

AFFIRMATIVE ACTION: Implement efforts to ensure nondiscrimination in program identification and delivery. Promote and encourage maximum participation of minorities, women and other under-served groups. Include outreach objectives as a component in planning, implementation, and evaluating program efforts. Establish and update statistical data pertaining to populations served, and to be served, by programs. Record, document, and report outreach plans, goals, activities, progress and results, and submit required activity reports as scheduled. Monitor the performance of all staff with regard to affirmative action responsibilities, identify areas of deficiency and develop and implement specific corrective action plans as needed.

EDUCATION AND EXPERIENCE: A minimum of a Master's degree is required though other advanced degrees are encouraged, with a background in a discipline related to the production of vegetable and/or agronomic crops. Experience in conducting applied research and education programs is required. It is preferred that the incumbent has a current education/extension/research program consistent with the Center's research and outreach emphasis within the disciplines of agronomy or vegetable crops. Excellent written and oral communication skills are required. Experience effectively managing and resolving conflict is highly desirable. Extension experience is desirable.

The successful candidate will be expected to develop an extramurally-funded research program; forge strong interactions with local county partners and clientele, as well as with UC colleagues; contribute to core research and extension goals established within ANR; and assist in establishing an innovative multi-disciplinary program in their field of expertise.

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.

SALARY: Beginning salary will be in the Cooperative Extension Advisor series, commensurate with applicable experience and professional qualifications.

If the successful candidate is currently an ANR academic, the candidate will be offered the position as a lateral transfer, retaining their current rank, step, salary, and definite or indefinite status and receive an administrative stipend.

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. 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. 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. Candidates will be asked to come to Imperial County for an interview and seminar presentation. 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— from the ANR website at: <http://ucanr.org/academicapplication>
Please include a list of potential references--a minimum of four (4) and a maximum of six (6) names, current addresses, phone numbers and email addresses.
If you are selected for an interview, the search committee will contact the references you listed on the UC ANR application form. Please do not send letters of reference.
3. 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.

To submit your applicant packet or to request a UC ANR Academic Application form, contact:

**Julie Drouyor
University of California
Agriculture and Natural Resources
1111 Franklin Street, 10th floor
Oakland, CA 94607-5200**

**Voice: (510) 987-0027; FAX: (510) 832-8612
E-mail Address: ANRacademicsearch@ucop.edu
Internet: <http://www.ucanr.org/jobs>**

PLEASE REFER TO POSITION NUMBER AP #11-08 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/Academic Personnel Executive Director, University of California, Agriculture and Natural Resources, One Shields Avenue, DANR Building, Hopkins Road, Davis, CA 95616