

**University of California**  
Agriculture and Natural Resources

## POSITION VACANCY ANNOUNCEMENT

**University of California Cooperative Extension  
Division of Agriculture and Natural Resources**

**Area Cooperative Extension Advisor –  
Urban Agriculture & Food Systems  
Serving Santa Clara & San Mateo Counties**

**AP #18- 05**

**LOCATION HEADQUARTERS:** San Jose, Santa Clara County, California

**SUBMISSION DATE:** To assure full consideration, submit materials by **May 4, 2018**. Those received after **May 4, 2018** may be considered if the position has not yet been filled. (open until filled)

**POSITION PURPOSE:** The Cooperative Extension (CE) advisor for urban agriculture & food systems will conduct a multi-county extension, education and applied research program that addresses the needs of producers and decision makers in an emerging and rapidly growing urban food production systems—the cultivation, processing, and distribution of food in urban areas and related policy. The CE advisor will need an understanding of agricultural production as well as land-use planning and food security issues. There is a great need for research-based information to inform city and county decision makers on how to craft agriculture and food security policies to support successful food production and distribution, create linkages between urban consumers and peri-urban producers, and meet the challenge of uneven food access in urban areas. This CE advisor has a unique opportunity to create linkages between UC, the Silicon Valley's high tech industry, urban and peri-urban growers, urban planners and regulatory agencies, community organizations, extension services, and farmer education networks, and underserved communities around the production of healthy food.



This CE advisor will capitalize on the core strengths of UCCE including applied agricultural research and extension, and effective community-based programs.

This University of California, Division of Agriculture and Natural Resources (UCANR) position is supported jointly by UCANR and the County of Santa Clara. The CE advisor will collaborate with other Bay Area CE advisors as well as CE specialists at UC Berkeley and UC Davis to develop an Urban Agriculture (UA) Program in the Silicon Valley (Santa Clara and San Mateo Counties). This CE advisor will also develop partnerships with related programs at local academic institutions (UC Santa Cruz, Santa Clara University, De Anza College, Stanford University, and San Jose State University) as well as with the private sector.

**This is not an academic career-track appointment and is not eligible for indefinite status.** This position is co-funded by UC ANR and Santa Clara County for a period of five years with intent for co-funded renewal. The CE advisor will initially be appointed to a term of up to two years with an academic review taking place prior to the end of this initial term. If the review reflects that the incumbent's performance is of high quality, as evaluated by UC ANR procedures, the CE advisor will be offered a second definite term appointment of two years, subject to renewal based on the availability of funding and satisfactory performance of the academic. If the successful candidate is currently a UCCE advisor with indefinite status, the candidate will be offered the position commensurate with applicable experience and professional qualifications with eligibility to retain such indefinite status.

**BACKGROUND:** Over the last three decades, the Silicon Valley, once known as the Valley of the Heart's Delight, has lost 45% of its farmland. In the last three years Santa Clara County and the City of San Jose, as provided by the California legislature's passage of AB551, adopted an Urban Agriculture Incentive Zone (UAIZ) to promote agricultural uses of vacant land, reconnect the region with its



agricultural roots, and increase access to affordable and healthy foods for residents. However, population increases, development, and land speculation have driven land costs out of the reach of many aspiring farmers. Urban and peri-urban farms struggle with farm labor shortages due to the high regional cost of living, lack of distribution infrastructure, and emerging, new temperature and precipitation patterns from global climate change and regional urbanization. In spite of the tech industry boom, poverty rates in the region are at historic highs of 11.3%. Access to healthy food is especially limited for low-income populations including Supplemental Nutrition Assistance Program (SNAP) eligible residents (20% of the Silicon Valley population).

The disappearance of agricultural land and the myriad intensifying pressures on agriculture in the region have spurred an unprecedented local effort to preserve agricultural land, attract and support beginning farmers, and create new linkages between producers and consumers. The Santa Clara County Open Space Authority, Santa Clara Valley Agricultural Action Plan, and Santa Clara County Food System Alliance report on the feasibility of urban/peri-urban agriculture exemplify the attention and resources currently being

directed towards these issues. There is a great need for research-based information to inform city and county decision makers on how to craft agriculture and food security policies to support successful food production and distribution, create linkages between urban consumers and peri-urban producers, and meet the challenge of uneven food access in urban areas.

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. University of California Cooperative Extension (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. To learn more about UCCE in this vibrant community, visit: <http://cesantaclara.ucanr.edu/> and <http://cesanmateo.ucanr.edu/>

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_ANR/Strategic_Vision/)). 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 Plans for the Sustainable Food Systems, and Healthy Families and Communities Strategic Initiatives. The Strategic Plans for each strategic initiative can be found at <http://ucanr.edu/sites/StrategicInitiatives/>.

**ACADEMIC EXPECTATIONS:** All UC ANR CE advisors are responsible for performance in the areas of 1) applied research and creative activity, 2) extension of knowledge and information, 3) professional competence and activity, and 4) University and public service.

**Research:** All UC ANR CE advisors develop and implement applied research programs to provide science-based information addressing complex issues. The applied research program will be based upon a needs assessment, and may include partnerships with a variety of campus and county-based colleagues. Research topics may include but are not limited to the study of sustainable urban agriculture and food systems through science and policy analysis, use science to address critical barriers to agriculture, such as land, labor, and access to markets; scale of production, product mixes, and business models; and distribution and infrastructure requirements. Partners and clientele in the program area and region will benefit from extension and research on the concepts of a “sustainable food system” and the appropriateness of scale for building and managing the different system components such as production, processing, packaging, and distribution. The CE advisor will work collaboratively to provide local leadership for planning, coordinating, and conducting applied research activities related to food systems in 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.

**Extension of Knowledge:** County and community partners have come to rely on UC ANR CE advisors as a critical resource for providing research-based information across a variety of disciplines. CE advisors disseminate appropriate, science-based information to inform clientele, using extension methods that are responsive to clientele needs and appropriate for the audience and situation. For example, the CE advisor will deliver marketing, business, and enterprise transition management extension programs for producers, processors, and related groups. Over time, the CE advisor may provide agricultural value chain and regional economic data and analysis to county governments, business councils and leaders, and other organizations to improve and coordinate policies and programs that facilitate production of value-added agricultural products and therein the development of sustainable food systems. The CE advisor may provide information and analysis on the levels and trends in consumer demand for agricultural products to assist retailers and agricultural producers in their decision-making about product market development, processing, and distribution.

Science-based research results and educational information are disseminated using a variety of methods, including individual consultations, presentations at grower and industry meetings, workshops, short courses, field demonstrations, UC ANR publications, peer-reviewed journals, newsletters, technical reports to commodity boards/funding agencies, 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. Programs will be developed and carried out in collaboration with other UC ANR academics and appropriate statewide efforts including UC ANR Program Teams and Workgroups.

**Professional Competence:** All UC ANR CE advisors are required to demonstrate professional competence in their programmatic areas. Professional competence includes participation in training activities to enhance professional development, such as administrative trainings, 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 CE advisors are 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:**

- 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/sites/StrategicInitiatives/>.
- Conduct and report regular comprehensive needs assessments to identify priority issues or problems relevant to the local clientele groups being served.
- Conduct applied research designed to solve locally relevant problems and monitor change.
- 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 UC ANR CE's credibility and visibility by participating in professional organizations and collaborating with government agencies, commodity groups, allied industry

groups, and other organizations by providing independent science-based information and leadership.

- Evaluate programs and report accomplishments, results, and potential or actual impacts to scientific and lay audiences through a variety of outreach methods.
- Develop collaborative teams with other UC ANR academics, including CE specialists, AES faculty, CE advisors and/or others, to address priority issues for UC ANR.

**RELATIONSHIPS:** The CE advisor is administratively responsible to the UCCE Director of Santa Clara County with input from the UCCE San Mateo County Director.

**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 an earned master's degree, though other advanced degrees are encouraged, in disciplines such as Community Development, Agronomy, Urban and Regional Planning or a closely related field is required by the appointment start date. Understanding and experience in agricultural production, as well as land-use planning and food security issues, is required. Excellent written, oral and interpersonal communication skills are required. Demonstrated ability in applied agricultural research and extension is preferred. The ability to build partnerships and to work with multidisciplinary teams to address production and environmental challenges is desired. The CE advisor must possess or obtain a Qualified Pesticide Applicator Certificate (QAC) or License prior to applying or supervising the application of any pesticide.

**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, ANR website: <http://ucanr.edu/sites/anrstaff/files/271532.pdf>. If the successful candidate is currently a UCCE advisor 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/>.

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

1. Cover Letter
2. ANR Academic Application Form— from the ANR website at: <http://ucanr.edu/sites/anrstaff/files/277777.pdf>

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 and a maximum of six names, current addresses, phone numbers and email addresses). Please do not send letters of reference.

3. CV or Resume

4. 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.

**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 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 May 4, 2018.**

**For information regarding this position, please contact:**

**University of California**

**ANR Academic HR**

**Kim Ingram**

**[kcingram@ucanr.edu](mailto:kcingram@ucanr.edu)**

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

**PLEASE REFER TO POSITION NUMBER AP #18-05 IN ALL CORRESPONDENCE**

*The University of California is an Equal Opportunity/Affirmative Action Employer advancing inclusive excellence. 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.*