

# Fruit and Almond Area Advisor

## Applied Research and Extension

### Serving Fresno and Tulare Counties, California

#### Position Overview

The University of California, Agriculture and Natural Resources (UC ANR) offers a unique recruitment opportunity for a **UC Cooperative Extension (UCCE) Fruit and Almond Area Advisor**. UC ANR administers a statewide network of researchers and educators dedicated to the development and application of science-based solutions to address local agricultural, environmental and health issues. Over 150 UCCE advisors conduct research, outreach and education from locally based Cooperative Extension offices serving all 58 counties from 70+ locations throughout the state. By working and living among those we serve, UC ANR expands the University of California's reach to engage all people and communities in California, ensuring equal access to the UC system.



**Location Headquarters:** UCCE Tulare County Office, Tulare, California

**Purpose:** The Area Fruit and Almond Advisor will implement an innovative extension education and applied research program to address issues related to almonds (Fresno County), fresh stone fruit (apricots, cherries, peaches, plums, and nectarines), prunes, and other non-citrus fresh fruit such as blueberry, kiwi, persimmon, pomegranate in Tulare and Fresno counties. Those areas of extension and applied research include, but are not limited to, high priority production issues, including labor saving approaches, pest and disease, nutrition and irrigation management, to optimize both the environmental and economic sustainability of these cropping systems.

The advisor will provide research-based information developed in local field trials in collaboration with UC ANR and UC campus-based colleagues, local clientele, orchard managers, and crop consultants. This information will be disseminated through workshops, field meetings, webinars, newsletters, industry media outlets, phone calls, and online and social media tools, as is appropriate to the target audiences. Extension efforts will need to cover basic information for small acreage, and new growers, as well as cutting-edge information for more experienced growers.

The candidate will develop an applied research program focused on improving the efficiency of cultural practices in non-citrus fresh fruit and almond production. The focus of the Area Fruit and Almond Advisor research program will be shaped by clientele needs assessments and the advisor's expertise. Priorities may include fruit harvest mechanization to address labor shortages, canopy size and structure to facilitate harvest efficiency, IPM approaches to pest and disease pressures, and fertilization and irrigation strategies to optimize fruit size and quality. The research objectives should emphasize the development of orchard systems that conserve resources in compliance with state air and water regulations. Research results will be published in

commodity board reports, ANR peer-reviewed publications, academic peer-reviewed journals, and through professional society meetings.

There are numerous opportunities for extension and research partnerships with a variety of stakeholders and partners. The advisor joins a team of highly motivated UCCE colleagues who are passionate about their work and are dedicated to making a difference within the communities and throughout California. The potential for collaborative projects within the UC ANR system is nearly limitless. This advisor has the opportunity to use existing fruit blocks at the UC ANR Kearney Research and Extension Center located in Fresno County.

The advisor is expected to develop strong connections with state agencies including but not limited to California Department of Food and Agriculture (CDFA), California Department of Water Resources, California Department of Pesticide Regulation. Other agencies/organizations include USDA, CSU system, community colleges, and industry groups.

**Counties of Responsibility.** This position will be headquartered at UCCE Tulare County and also serves Fresno County.

**Reporting Relationship:** The CE Advisor serves under the administrative guidance of the University of California Cooperative Extension County Director for Tulare and Fresno counties.

## Qualifications and Skills Required

### Required Qualifications

**Education:** A minimum of a Master's degree in horticulture, pomology, plant physiology, ecology, or related disciplines is required at the time of appointment.



### Additional Requirements

- Experience in field research.
- Ability and means to travel on a flexible schedule as needed, proof of liability and property damage insurance on vehicle used is required. Must possess valid California Driver's License to drive a County or University vehicle.
- The ability to work with clientele across a wide range of socio-economic classes and ethnicities is essential.
- The Advisor must possess or obtain within one year a Qualified Pesticide Applicator Certificate (QAC) or License (QAL) prior to applying or supervising the application of any pesticide.

### Skills Required

To be successful, the CE Advisor requires skills in the following area:

### Technical Competence and Impact

The candidate should have a deep understanding of agricultural science, and pest and disease, plant nutrition, and irrigation management. The advisor is expected to design and implement a program that leads to positive changes and impact within the community and beyond. The expectation is that advisors evolve and grow across their career and respond to changes in the industry and by clientele.

## Communication

Demonstrated excellence in written, oral, and interpersonal and information technology communication skills. Public speaking to stakeholders is a routine part of this position.

## Collaboration, Teamwork and Flexibility

Demonstrated ability to work collaboratively as a team member with colleagues, industry and other stakeholders. Able to adapt as circumstances warranted.

Aware and willing to actively promote diversity, equity, and inclusion.

## Lifelong Learning

Demonstrated commitment to ongoing professional improvement. Ability to shift program focus as times and organizational needs change.

**Learn more about Skills and Areas of Programmatic Review** (including Professional Competence, University and Public Service and Affirmative Action and DEI) at: <https://ucanr.edu/sites/anrstaff/files/319460.pdf>



## Desired Experience

- Passion and desire to pursue a career in Cooperative Extension.
- Experience in education and outreach.
- Experience in building partnerships and with multidisciplinary teams.
- Demonstrated ability to effectively plan projects, manage teams and implement an applied research and outreach program, including setting measurable goals and objectives.

## About UC ANR

The University of California, Division of Agriculture and Natural Resources (UC ANR) consists of a network of scientists and educators working in partnership across California. We are committed to developing and supporting practical, science-based solutions that contribute to healthy food systems, healthy environments, healthy communities, and healthy Californians. UC ANR administers UC Cooperative Extension (UCCE), which is responsible for program development and delivery in the counties throughout the state of California.

### Learn more about

- UC ANR at <https://UCANR.edu>
- UC ANR in counties: [https://ucanr.edu/sites/ucanr/County Offices/](https://ucanr.edu/sites/ucanr/County%20Offices/)
- Our Strategic Initiatives <http://ucanr.edu/sites/StrategicInitiatives/>
- Our Public Value statements at: [https://ucanr.edu/sites/anrstaff/Divisionwide Planning/UC ANR Public Values/](https://ucanr.edu/sites/anrstaff/Divisionwide%20Planning/UC%20ANR%20Public%20Values/)
- DEI: Further to the above, advisors are expected to share and exhibit UC ANR's commitment to Diversity, Equity and Inclusion [https://ucanr.edu/sites/Professional Development/Office - Team Management/Diversity Equity Inclusion Belonging/](https://ucanr.edu/sites/Professional%20Development/Office%20-%20Team%20Management/Diversity%20Equity%20Inclusion%20Belonging/)

- Affirmative Action: Further to the above, advisors are expected to share and exhibit UC ANR's commitment to affirmative action. Learn more of UC ANR Affirmative Action policy: [http://ucanr.edu/sites/anrstaff/Diversity/Affirmative\\_Action/](http://ucanr.edu/sites/anrstaff/Diversity/Affirmative_Action/)
- The University of California Agriculture and Natural Resources is committed to attracting and retaining a diverse workforce and will honor your experiences, perspectives and unique identity. We encourage applications from members of historically underrepresented racial/ethnic groups, women, individuals with disabilities, veterans, LGBTQ+ community members, and others who demonstrate the ability to help us create and maintain working and learning environments that are inclusive, equitable and welcoming.



## Salary & Benefits

**Salary:** The salary range for this Cooperative Extension Advisor position is Assistant Rank, Step I (\$71,200) to Step VI (\$94,000). Step placement in the advisor series is based on applicable experience and professional qualifications. For information regarding Cooperative Extension Advisor salary scales, please refer to the University of California website: <https://ucanr.edu/sites/anrstaff/files/358478.pdf>. If the successful candidate is currently a UCCE Advisor, the candidate will be offered the position without change to the candidate's current rank, step, salary and/or appointment terms; and if applicable, is eligible to retain indefinite status.

This position is eligible for indefinite status following three successful reviews and subject to terms noted in UC ANR Policy and Procedure Manual, Section 315 <https://ucanr.edu/sites/anrstaff/files/118501.pdf>

**Benefits:** The University of California offers comprehensive benefits including health insurance, retirement plans, two days per month paid vacation, one day per month paid sick leave, and paid holidays. This position is eligible for sabbatical leave privileges as per the terms of the University policy. For more information, refer to the UC Benefits website at: <https://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html>

If interested in this position, please visit: <https://recruit.ucanr.edu/> and choose "applicants" (refer to position #22-23)

**Closing Date: To assure full consideration**, application packets must be received by **April 25, 2023** – (open until filled)

## Questions?

Contact Alma Jackson – email: [ajackson@ucanr.edu](mailto:ajackson@ucanr.edu)

Applicants may wish to explore the UC Davis Services for International Students and Scholars web page at <https://siss.ucdavis.edu/> as a resource.

As a condition of employment, you will be required to comply with the University of California [Policy on Vaccination Programs – With Updated Interim Amendments](#). All Covered Individuals under the policy must provide proof of receiving the COVID-19 Vaccine Primary Series or, if applicable, submit a request for Exception (based on Medical Exemption, Disability, Religious Objection, and/or Deferral based on pregnancy or recent COVID-19 diagnosis and/or treatment) no later than the applicable deadline. All Covered Individuals must also provide proof of receiving the most recent CDC-recommended COVID-19 booster or properly decline such booster no later than the applicable deadline. New University of California employees should refer to [Exhibit 2](#), Section II.C. of the [SARS-CoV-2 \(COVID-19\) Vaccination Program Attachment](#) for applicable deadlines. All Covered Individuals must also provide proof of being Up-To-Date on seasonal influenza vaccination or properly decline such vaccination no later than the applicable deadline. Please refer to the [Seasonal Influenza Vaccination Program Attachment](#). (Capitalized terms in this paragraph are defined in the policy.) Federal, state, or local public health directives may impose additional requirements.

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.