

University of California
Agriculture and Natural Resources

POSITION VACANCY ANNOUNCEMENT

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

**Area Low Desert Integrated Pest Management (IPM) Advisor
Serving Imperial, San Diego and Riverside Counties**

AP #20-01

LOCATION HEADQUARTERS: Holtville, Imperial County, California

SUBMISSION DATE: To assure full consideration, submit materials by **February 28, 2020.**

POSITION PURPOSE: Various crops (field, vegetable and horticultural) are grown on large acreages in California's low desert, but the region has a long history of arthropod pests, weeds and crop disease infestations. This region lies on the border between Arizona and Mexico, hence is exposed to invasive insect pests that plague California's agriculture with Imperial County as the major entry point. The Area Low Desert Integrated Pest Management (IPM) Advisor will conduct a multi-county extension, applied research and education program that addresses grower and industry needs, including an understanding of local agricultural crops, their farming systems, and their arthropod pests, weeds and diseases in Imperial, and the desert regions of San Diego and Riverside Counties. The Cooperative Extension (CE) IPM Advisor holds a pivotal role in initiating, contributing to and developing IPM strategies for managing arthropods pests, weeds and diseases by incorporating the agronomic and pest management approaches for forage crops, vegetable crops and ornamental plant production and many specialty crops. Key clientele includes pest control advisors, growers, allied industry personnel, and government agencies. The Area IPM Advisor will be a member of the UC Statewide Integrated Pest Management



Photos by Surendra Dara, UCCE and Rodney Cooper, USDA-A
Lygus bug adult (top) & Nymph (bottom), of the insect pest problems in the low desert

Program (ipm.ucanr.edu) and will participate in UC IPM activities, including development and review of UC IPM online and print publication, organizational meetings, and other programmatic activities relevant to the mission and strategic plan of the Program.

This position is co-funded by Imperial County for a period of five years with intent for co-funded renewal. Continuation beyond the initial five-year term is contingent upon agreement by both UC ANR and Imperial County, with review of need and available funding taking place before the term end date. This is not an academic career-track appointment and is not eligible for indefinite status.

BACKGROUND: 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'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 these vibrant communities, visit: [http://](http://http://ceimperial.ucanr.edu//)

http://ceimperial.ucanr.edu//, [http://](http://http://cesandiego.ucanr.edu//)

http://cesandiego.ucanr.edu//, and [http://](http://http://ceriverside.ucanr.edu//) http://ceriverside.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%20ANR/Strategic%20Vision/)). This position will primarily address priorities found in the Strategic Plans for the Sustainable Food Systems, and Endemic and Invasive Pests and Diseases. 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.

Applied Research and Creative Activity:

Programmatic Competence

- 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.
- Represent UC ANR in a professional manner.



A potential herbicide resistant Mexican Sprangletop weed detected in the low desert. Its appearance one week (left), 2 weeks (middle), & 3 weeks after treatment with herbicide



Macrophammina phasiolina (fungus) infected (chlorotic) field. One of recently diagnosed plant disease in Imperial Valley

Collaboration, Teamwork & Flexibility

- Develop collaborative teams with other UC ANR academics, including specialists, AES faculty, CE Advisors, the UCANR IPM Statewide Program, the pest management program at USDA-ARS, the Universidad Autonoma de Baja California and/or others, to address priority issues for UC ANR.
- Interact with UC ANR Program Teams and others within the research/extension network to develop, strengthen and expand program goals.

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 needs assessment and may include partnerships with a variety of campus and county-based colleagues, as well as external partners. Research focus may include but are not limited to development of integrated pest management strategies through a sound applied research and extension education program that addresses pest management problems in agricultural production systems important to the low desert cropping areas. Disciplines that will be covered under the CE Low Desert IPM program are entomology, weed science, and plant pathology. The CE advisor will be expected to interact with UC ANR Program Teams, CE specialists, CE advisors, and others to develop, strengthen and expand the local delivery of statewide programs.

Extending Knowledge and Information: Communication

- Disseminate useful, science-based information to inform clientele, using extension methods that are responsive to clientele needs and appropriate for the audience and situation.
- Evaluate programs and report accomplishments, results, and potential or actual impacts to scientific and lay audiences.
- Foster an increased understanding of UC ANR's Cooperative Extension's research and education programs in clientele, the public and policy makers.
- Effectively use online communication methods and associated software programs to support research and instruction.
- Actively advocate for UC ANR program awareness and support.

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. 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. The Area IPM Advisor will also develop and conduct an impactful extension program with PCAs, commercial growers, and professional pesticide applicators. This will be done through field demonstrations, workshops, classroom style training, and online venues including individual contacts and broader social media platforms. The successful candidate will publish in outlets appropriate to the audience and situation including the CE Imperial County Ag Brief, peer-reviewed journals, technical magazines and reports, social media, blogs and other available local media.

Professional Competence:

Professional Development & Lifelong Learning

- Maintain a program of continuous self improvement by participating in in-service training, seminars, workshops, work group and program team meetings, short courses, professional society meetings and other relevant opportunities.

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.

RELATIONSHIPS: The CE IPM advisor will be housed at Imperial County CE office and is administratively responsible to the UCCE Imperial county director, with input from the San Diego and Riverside county directors. The CE IPM advisor will be programmatically responsible to the Director of the Statewide IPM Program. The Area IPM Advisor will work with local CE commodity advisors to extend information to the clientele.

AFFIRMATIVE ACTION: An understanding of and commitment to UC ANR's affirmative action goals and commitments is expected of all project scientists. Compliance with affirmative action policies includes supporting outreach efforts to underserved and underrepresented audiences. UC ANR Affirmative Action policy and information can be found at:

<http://ucanr.edu/sites/anrstaff/Diversity/Affirmative Action/>

Information on UC ANR's commitment and strategy to improve Diversity, Equity and Inclusion in the workplace, can be found in Goal 7 of the UC ANR Division 2016-2021 Strategic Plan:

<https://ucanr.edu/sites/anrstaff/files/291232.pdf>

EDUCATION AND EXPERIENCE

Required Qualifications:

Programmatic Competence

An earned Masters, preferably PhD degree in disciplines such as weed science, entomology, plant pathology or other closely related field is required at the time of appointment. A broad understanding of integrated pest management principles and practices, including knowledge of crop production of the area, cultural and biological controls, and pesticide use is essential. Quantitative skills and knowledge of, and experience using, statistical analysis and experimental designs is required.

Applicants are expected to have a range of skills to ensure their success, including: Technical expertise, communications skills, ability to work in teams and network, flexibility and a commitment to lifelong learning.

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.

Communication

Excellent written, oral and interpersonal communication skills

Collaboration, Teamwork and Flexibility

Demonstrated ability to work collaboratively as a team member with other professionals

Desired Qualifications:

A minimum relevant five years field experiences in arthropods, weeds, or disease management in the cropping system of the low desert is preferred. Candidates with broad expertise in at least one of the above fields and experience in at least one of the others is desirable. Expertise in applied field research in multiple types of crops is desirable. More than two recent publications in area of pest management and presentation of research results in scientific forum is preferred.

SALARY: Beginning salary will be in the Assistant CE Advisor Rank and commensurate with applicable experience and professional qualifications. For information regarding CE Advisor series salary scales, please refer to: <https://ucanr.edu/sites/anrstaff/files/307368.pdf>.

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 five components of the Application Packet via UC Recruit by visiting: <https://recruit.ucanr.edu>

1. Cover Letter
2. Curriculum Vitae or Resume
3. Statement of Contributions to Diversity, Equity and Inclusion (DEI): Please submit a 1-page Statement of Contributions to DEI addressing past and/or potential contributions to diversity through personal experience, teaching, research, extension, professional activity, and/or service. This should include how you would ensure that all potential clientele have access and benefit from your program.
Guidelines for writing a DEI Statement can be found at:
<https://academicaffairs.ucdavis.edu/guidelines-writing-diversity-statement>
4. Statement of Research and Extension Interests: Please submit a 2-page Statement of Research and Extension Interests including how your current and/or past research and extension experience could contribute to, or be applicable to, the needs of the local community. Provide examples of potential goals and outcomes from your research and extension activities.

5. 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. Please DO NOT send transcripts that are password protected.

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 February 28, 2020.

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.

Interview information:

Approximately 2 to 3 weeks after the submission deadline, applicants with appropriate and applicable education and experience will be invited to participate in a preliminary, remote interview.

The formal in-person interviews will take place approximately 2 to 3 weeks after the preliminary interviews for those applicants selected to proceed.

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

For information regarding this position, please contact:

University of California
ANR Academic Human Resources
Tatiana Avoce
(530) 750-1277

E-mail Address: anracademicsearch@ucanr.edu

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

PLEASE REFER TO POSITION NUMBER AP #20-01 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.