

University of California
Agriculture and Natural Resources

POSITION VACANCY ANNOUNCEMENT

University of California
Division of Agriculture and Natural Resources

Human-Wildlife Conflict CE Advisor – San Francisco Bay Area

AP #19-08

LOCATION HEADQUARTERS: Half Moon Bay, San Mateo County

SUBMISSION DATE: To ensure full consideration, submit application materials by **November 1, 2019**. Those received after this date may be considered if the position has not yet been filled (open until filled).

POSITION PURPOSE: The Human-Wildlife Conflict CE Advisor will serve as an expert on wildlife species that impact human activities in Northern California, with emphasis in the San Francisco Bay Area (San Mateo, Santa Clara, Santa Cruz, Alameda, Contra Costa, Marin, and Sonoma counties) where urban and rural communities and landscapes overlap. This CE Advisor will be at the nexus of livestock operators, land managers, scientists, wildlife advocates, and the public, and will help facilitate productive understanding between groups sometimes at odds regarding wildlife management. This applied context is a specialized field combining wildlife biology, management, and conservation; environmental studies; rangeland science; and coupled socio-ecological systems. This program will draw from social, political, and ecological knowledge to develop best management practices, as well as inform relevant public policy and legislation,



specific to carnivores (e.g. mountain lions, coyotes, wolves, etc.) and other vertebrates (e.g. ground squirrels). The CE Advisor will be expected to be knowledgeable on a broad range of issues with a focus on predator, ungulate, and rodent conflicts.

The Human-Wildlife Conflict CE Advisor will conduct applied field and lab research designed to develop management tools and inform policy for mitigating human-wildlife conflict, including tools and policies that mitigate human-wildlife conflict issues while minimally impacting the natural environment. Key to

the position is the development of extension outreach methodologies that lead to adoption of practices that reduce the risks from vertebrate pests and pest management practices to natural resource managers, ranchers, our food supply, community, and the environment.

This co-funded position is not eligible for indefinite status and ends on June 30, 2022. Continuation beyond the initial three-year term is contingent upon agreement by both UC ANR and San Mateo County, with review of need and available funding taking place before the term end date.

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. 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 the San Francisco Bay Area Counties, please visit: <http://cesanmateo.ucanr.edu/>, <http://cesantaclara.ucanr.edu/>, <http://cesantacruz.ucanr.edu/>, <http://cealameda.ucanr.edu/>, <http://cecontracosta.ucanr.edu/>, <http://cemarin.ucanr.edu/>, and <http://cesonoma.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/)). 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 Ecosystems (SNE), and Water Quality, Quantity and Security (WQQS). This position will primarily address priorities found in the Strategic Plan for Endemic and Invasive Pests and Diseases (EIPD), and Sustainable Natural Ecosystems (SNE) Initiative. 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: All UC ANR CE advisors develop and implement applied research programs to provide science-based information addressing complex issues. Research issues include but are not limited to: 1. mountain lion conflicts in the working rangelands, 2. coyote and other predator problems in urban and suburban settings, 3. deer and rodent damage in agricultural settings and wildland-urban interface, and 4. rodent and other mammal issues in cities 5. Corvid and other avian impacts on agricultural production



systems. The focus of the applied research program will be based on a needs assessment, and may include partnerships with a variety of campus and county-based colleagues. Publication outlets may include agriculture journals and natural resource journals.

Extending knowledge and information: County and community partners 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. 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, related government and private industries and organizations.

Science-based research results and other educational information will be disseminated using a variety of methods including, individual consultations, presentations at producer and industry meetings, workshops, short courses, field demonstrations, UC ANR publications, peer-reviewed journal articles, 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.



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 should involve activities and events in which the CE advisor 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:

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.

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.

Collaboration, Teamwork & Flexibility

- Develop collaborative teams with other UC ANR academics, including specialists, AES faculty, CE Advisors 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.

Professional Development & Lifelong Learning

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

RELATIONSHIPS: The CE advisor is administratively responsible to 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 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/](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

- A minimum of a Master's Degree in wildlife management, natural resources management, or a closely related field, with an emphasis on wildlife management of vertebrate species is required at the time of appointment.

Communication

- Excellent written, oral and interpersonal communication skills

Collaboration, Teamwork & Flexibility

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

Desired Qualifications:

- Field experience and/or course work in carnivore/rodent/ungulate/ avian management, Integrated Pest Management (IPM), and/or wildlife conservation.
- Experience conducting educational and outreach activities among diverse stakeholders with a wide variety of goals and perspectives

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 six 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 do not send letters of reference.

3. Curriculum Vitae or Resume
4. 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>

5. **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.

6. **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 November 1, 2019.

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.

Please note that successful applicants are responsible for ensuring their eligibility to work in the United States (i.e. citizen or national of the United States, a lawful permanent resident, a foreign national authorized to work in the United States without need of employer sponsorship) for the duration of the appointment period.

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

Kim Ingram

(530) 750-1282

E-mail: anracademicsearch@ucanr.edu

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

PLEASE REFER TO POSITION NUMBER AP #19-08 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.