

# Water and Community Resilience Area Advisor

## Applied Research and Extension

### Serving Kern, Kings and Tulare Counties, California

#### Position Overview

The University of California, Agriculture and Natural Resources (UC ANR), a statewide program with local development and delivery, is seeking the following UC Cooperative Extension (UCCE) Advisor.

**Location Headquarters.** Bakersfield, Kern County, CA

**Purpose.** The Water and Community Resilience Area Advisor will implement an innovative extension education and applied research program around the intersection of community water supply and community development, and the resilience of those systems and communities.



This position would focus on providing technical assistance for community water system consolidation and resiliency, enhancing both water provision and long-term community resiliency in the face of a changing climate and pressure on water systems. The position will serve as the regional lead for water and community resiliency. High priority subject areas include water sustainability and community development and resiliency.

The position will be expected to work cooperatively with California agencies including the State Water Board and Department of Water Resources, community water groups, and university academics to:

- Provide technical assistance for community water system consolidation efforts,
- Provide technical assistance for communities to lessen negative externalities and meet local regulatory and management program goals (such as the implementation of the Sustainable Groundwater Management Act (SGMA) and the Irrigated Lands Regulatory Program (ILRP)), and
- Create collaborative synergistic relationships with state and non-governmental partners.

The position will address key questions in areas such as the following:

- How do water system consolidations increase community resiliency?
- What kinds of additional actions might be taken to increase community resiliency when it comes to water?
- What are the co-benefits of water system consolidation and other efforts to increase community water resiliency?

The position will be expected to work in partnership with organizations involved in water management, community development, and environmental justice, take an active role in public outreach, and develop strong collaborations with key community groups and other non-governmental organizations. The position will collaborate with UCCE Advisors and Specialists, as well as other UC and CSU system academics. The nature of the work will dictate appropriate partners. Potential areas of collaboration/partnership include water systems

engineering, water quality testing and analysis, government relations, community development, economic cost/benefit analysis and public relations and facilitation.

This is an exciting opportunity to develop and deliver relevant program content to have meaningful impacts in local communities and throughout California.

**Counties of Responsibility.** This position will be headquartered in Kern County and also serve Kings and Tulare Counties.

**Reporting Relationship:** The CE Advisor serves under the administrative guidance of the University of California Cooperative Extension (UCCE) County Director for Kern County with input from the other UCCE County Directors in the coverage area.

## Qualifications and Skills Required

### Required Qualifications

**Education:** A minimum of a Master's degree in water science, community development, or related field is required at the time of appointment.

### Additional Requirements

- Valid driver license
- Solid understanding of the intersection of water systems and community resilience in both urban and rural communities
- Expectation to be available to work onsite on any day.



### Desired Experience

- Experience in rural communities and agriculture/natural resource-based economies
- Passion and desire to pursue a career in Cooperative Extension and community development
- Experience in building partnerships and with multidisciplinary teams
- Demonstrated ability to effectively plan programs, manage teams, and implement an applied research and outreach program, including setting measurable goals and objectives

### 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 water systems and community development and resilience and be able to design and implement a program that leads to positive changes and impact within the community and beyond. There is an expectation 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.

Demonstrated ability to share complex information in a manner tailored to the audience.

## Collaboration, Teamwork and Flexibility

Demonstrated ability to work collaboratively as a team member with 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 self-improvement - both professionally and as a person. 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>

## 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/2016-2020 Strategic Plan/Goal 5 Prioritize programs and services/Public values statement/](https://ucanr.edu/sites/anrstaff/2016-2020%20Strategic%20Plan/Goal%205%20Prioritize%20programs%20and%20services/Public%20values%20statement/)
- DEI: Further to the above, academics 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%20Action/)

## Salary & Benefits

**Salary:** The 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 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 approximately thirteen paid holidays per year. ANR is part of UC's Family-Friendly Policies. For more information, refer to the UC Benefits website at: <https://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html>

### How to Apply

If interested in this position, please visit: <https://recruit.ucanr.edu/> and choose "applicants" (refer to position #21-56)

**Closing Date:** To assure full consideration, application packets must be received by **June 30, 2022** – (open until filled)

### Questions?

Contact Tatiana Avoce; email: [tavoce@ucanr.edu](mailto:tavoce@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.

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### *University of California Cooperative Extension*

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**Please note the UC Policy on COVID and Flu vaccinations and working for UC:** The University of California issues policies essential for the safety and well-being of the community, including requirements for employees to be appropriately [vaccinated for COVID-19](#) and [vaccinated for influenza](#), or to have an approved exception/exemption on file.

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.