

**UC Cooperative Extension Specialist- Oak Woodland Stewardship - Located at the Hopland Research and Extension Center Organic Agriculture Institute Located at the University of California, Merced (25-11)**

**University of California Agriculture and Natural Resources**

**Application Window**

**Open date:** April 24, 2025

**Next review date:** Wednesday, Jun 4, 2025 at 11:59pm (Pacific Time)

Apply by this date to ensure full consideration by the committee.

**Final date:** Wednesday, Sep 17, 2025 at 11:59pm (Pacific Time)

Applications will continue to be accepted until this date, but those received after the review date will only be considered if the position has not yet been filled.

**Position description**

**Position Overview**

The University of California, Agriculture and Natural Resources (UC ANR) invites applications for a UC Cooperative Extension Specialist (UCCE) - Oak Woodland Stewardship at the Assistant rank.

The Oak Woodland Stewardship Specialist will provide statewide expertise and leadership on oak woodland management and restoration in the face of climate change effects. This specialist will provide critical knowledge and resources to forestry, rangelands, natural resources, fire, and water advisors, collaborating with them and their clientele to improve and protect more than 10 million acres of oak woodlands across the state. By engaging with a wide diversity of stakeholders including land managers, Tribes, agencies, and academics, this position will inform policy and best management practice development using new and existing research to protect ecosystems and provide public benefits. Working with existing educational programs, both within and external to UC, the specialist will provide statewide leadership in oak-related curriculum development to ensure that land managers and the general public understand and value the importance of oak woodlands and how stewardship can help make them more resilient to future stressors like pests and pathogens, invasive species, drought and alterations in weather patterns and extreme wildfire behavior.

UCCE Specialists conduct research and educational programs aimed at relevant clientele groups in California's communities. UCCE Specialists have programs primarily focused on mission-oriented research or creative work that support the university's efforts to extend knowledge, including outreach and community engagement. Mission-oriented research describes the complete research continuum that extends from basic research to applications of research results. Within the UCCE mission and mandate, this applied research focuses on developing practical and cost-effective solutions to

address problems and challenges that communities are facing. UCCE Specialists publish applied research results in a combination of publication types, whether peer-reviewed journals or other local venues, based on the targeted audiences.

The extension and outreach programs disseminate knowledge and information to clientele groups for their use in improving their abilities to understand and address problems and opportunities facing them. The extension educational program serves the University's public service mission. Educational program activities include but are not limited to collaborations with UCCE Advisors, other UCCE Specialists, campus faculty, program teams, workgroups, or clientele groups; developing and presenting educational materials; communicating to clientele through broadcast, print, or electronic media; participating in meetings with clientele; developing and presenting in-service training courses; organizing or participating in workshops, field tours, symposia or conferences. Much of this work will be conducted in partnership with UC ANR's locally based UCCE Advisors. The UCCE Specialist - Advisor and faculty partnership creates an applied research network that benefits both the University and the public at large. This position does not include formal classroom instruction at the University but does include an appointment at UC Berkeley.

Location Headquarters. The position will be physically located at the Hopland Research and Extension Center (HREC) in Hopland, CA. HREC is an ideal location in the center of North Coast oak woodlands. The site provides diverse habitat types and relevant infrastructure and equipment to enable robust research and extension program development and delivery.

### Position Details

Oaks are a keystone species that support biodiversity, blanket many critical watersheds, have high cultural importance across large areas of California, and are present on both working and conserved lands. Oak woodlands provide critical habitat for wildlife and are associated with important native plants, watershed benefits, and carbon storage and sequestration. The specialist will conduct a program that addresses critical research questions and the needs of stakeholders in stewarding these diverse and complex ecosystems. Major duties and responsibilities for this specialist include:

- Conduct applied research on oak woodland topics that might include:
  - o The effects of changes in temperature and precipitation on the ecology of these systems.
  - o Development and assessment methods to build resiliency and biodiversity under various climate change scenarios.
  - o Potential effects of climate change in carbon storage and sequestration.
  - o Evaluate the roles of disturbances such as prescribed burning, grazing, and mechanical fuel treatment to help reduce wildfire risk while maintaining habitat quality.
  - o Management of pests, diseases, and invasive species impacting oak woodlands.
  - o Use of existing and development of new fire behavior models to predict and examine the effects of various management practices on a regional and landscape scale.

- o Assessment of existing and development of new best management practices for relevant working lands, including livestock grazing.
  - o Collaboration with Tribes to co-create research programs that address Tribal concerns and priorities.
  - o Collaborative research related to natural oak regeneration.
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- Develop and lead cross-disciplinary collaborations with relevant advisors, specialists, and external stakeholders to enhance understanding of climate change impacts on oak woodlands. Lead focused efforts on developing and disseminating practical adaptive management strategies for improving oak woodland health and resiliency in the face of these pressures.
  - Support the development of the Hub of Working Lands being created at the Hopland and Sierra Foothill RECs by providing academic expertise for program and infrastructure development.
  - Support and enhance the UC Integrated Hardwood Rangement Management Program materials and resources such as the UC Oaks website, the California Oak Symposium, the Oak Conservation Workgroup, and the Oak Values Workshop.
  - Engage with diverse parties working statewide in prescribed fire and fuels management in oak woodlands to inform the development of management practices and policies that best help steward these lands.
  - Develop, in collaboration with educators and professionals, relevant educational and extension programs, both stand-alone efforts and embedded within existing curricula, that inform the general public and professional networks about the importance of oak woodlands and how to live, work, and recreate on them sustainably. Potential partners include the 4-H Youth Development Program, community colleges, CSU campuses, and UC campuses.
  - Build collaborative relationships with a wide variety of external partners, including California Tribes and Tribal-led organizations, USDA NRCS, USFS, CalFire, forestry professionals, livestock producers, Certified Range Managers, Prescribed Burn Associations, Certified Burn Bosses, Resource Conservation Districts, the California Biodiversity Network and 30x30 Initiative, youth organizations, NGOs, the UC Natural Reserve System, county land use planners, and others. Provide educational resources to these partners on oak woodlands management, as well as seek their feedback on priority issues for which research and extension are needed in their regions.
  - Publish research findings in relevant peer-reviewed journals, such as the Journal of Wildlife Management, Conservation Biology, California Agriculture, UC ANR publications, and public-facing media outlets.

Counties of Responsibility: This state-wide position will work closely with ANR Advisors, Specialists, and staff, as well as partner organizations throughout the state. This is an exciting opportunity to impact diverse communities throughout the state.

Reporting Relationship: The position will be located at the Hopland Research and Extension Center (REC) in Hopland, CA, and will report to the UC ANR Vice Provost for Academic Personnel. This is a statewide position, requiring collaboration with UC ANR personnel and external partners throughout California. It is not a remote position; the candidate must be available to work onsite at the Hopland REC.

#### Qualifications and Skills Required

Education: A minimum of a Ph.D. (or international equivalent) related to oak woodland stewardship (such as forest ecology, rangeland management or ecology, conservation or landscape ecology, fire ecology, or natural resources management) is required at the time of appointment. Applicants who have not yet earned a Ph.D. must be within 12 months of completing their degree to be considered for the position.

#### Key Qualifications

- Demonstrated skills in applying ecological principles and research to develop practical management advice and educational curricula.
- Excellent written, oral, and interpersonal communication skills are required.
- A track record of effectively engaging with a diverse range of stakeholders.
- Relevant and extensive multidisciplinary experience in applied research related to this position.
- Strong publication record in peer-reviewed journals and applied research outlets.
- 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 a valid California Driver's License to drive a university vehicle.
- Applicants need to meet appointment criteria for the respective University of California academic title series and evidence for being able to meet required academic advancement criteria as per UC Academic Personnel Manuals. Applications need to document relevant research, extension, teaching experience, and appropriate scholarly achievements.

#### Desired Experience

- Experience with integrated research and educational projects and extension to diverse audiences.
- A track record of applying for and securing grant funding.

## Skills Required

To be successful, Cooperative Extension Specialist positions require skills in the following:

### Technical competence

- Conduct and report needs assessments to identify priority issues or problems relevant to the clientele groups being served.
- 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.
- Conduct applied research designed to monitor changes and solve statewide and locally relevant problems related to oak woodland stewardship in California.

### Communication

- Disseminate appropriate, 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 Cooperative Extension's credibility by providing science-based knowledge.
- Evaluate programs and report accomplishments, results, and potential or actual impacts to scientific and lay audiences through a variety of outreach methods and materials, e.g., peer-reviewed publications, internet, workshops, field days, and newsletters.

### Collaboration & Teamwork

- Build collaborative working relationships with CE Advisors, CE Specialists, Academic Coordinators, and program staff across UC ANR, via participation in program teams and work groups.
- Collaborate with stakeholders and allied nonprofits and agencies.

### Lifelong Learning

- Participate in professional organizations and collaborate with industry, local government, state government, federal government, and agencies related to agricultural technology innovation and their evaluation.
- Demonstrate commitment to ongoing growth - both professionally and as a person.

## Salary & Benefits

Salary: The beginning salary will be in the Assistant Cooperative Extension Specialist Rank Step 1- \$87,700 to Step 6 - \$114,800 annually. Step placement in this series is based on applicable experience and professional qualifications. For information regarding the Cooperative Extension Specialist series salary scales, please refer to [https://www.ucop.edu/academic-personnel-programs/\\_files/2024-25/july-2024-scales/t29.pdf](https://www.ucop.edu/academic-personnel-programs/_files/2024-25/july-2024-scales/t29.pdf)

This position is eligible for indefinite status, subject to terms noted in Section 315 of the ANR Policy and Procedure Manual (PPM). If the successful candidate is currently a UCCE specialist with indefinite status, the candidate will be offered the position commensurate with applicable experience and professional qualifications with eligibility to retain such indefinite status.

The Cooperative Extension Specialist position is a two-year renewable term appointment. Performance in this position is evaluated annually, with merit actions being evaluated every two years. Upon completion of a successful review, you may be reappointed for another definite term. Our intention with this definite term appointment is to be reappointed based on positive performance reviews and the continuing need for the position.

Benefits: The University of California offers comprehensive benefits, including 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 University policy. ANR is part of UC's Family-Friendly Policies. For more information, refer to the UC Benefits website at: <http://ucnet.universityofcalifornia.edu/>  
About UC ANR

UC ANR is a division of the University of California system that bridges the gap between local issues and the expertise of the UC system by providing research-based information, educational programs, and technical expertise to the public in areas such as agriculture, natural resources, nutrition, and youth development. UC ANR is part of a nationwide Cooperative Extension network, which began in the early 20th century to connect research from land-grant universities with the everyday needs of people in communities across the United States. Today, we collaborate with farmers, ranchers, diverse communities, youth and adult educators, and policymakers to address local and statewide issues related to food systems, water, climate change, and sustainable agriculture through a statewide network of campus-based researchers, county-based Advisors, and community educators. Our mission is to cultivate thriving communities, sustainable agriculture, resilient ecosystems, and economic prosperity in California and globally through equitable generation and sharing of collaborative, science-based solutions. Over 180 UCCE Advisors conduct applied research and extension education from county-based UCCE offices serving all 58 counties from 70+ locations. 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 resources UC has to offer. Our vision is that UC ANR will be valued in every California community for meaningful engagement and making a positive difference in people's lives.

Learn more about

- UC ANR and UC ANR Mission Statement
- Hopland Research and Extension Center
- UC ANR administers Statewide Programs and Institutes that focus research and extension on solving priority problems that engage ANR academics and UC faculty in integrated teams
- UC ANR Strategic Initiatives help unify, communicate, and advocate for the work we do.
- UC ANR UC ANR uses seven Public Value statements to communicate how our work makes a difference to the public.
- UC ANR academics are expected to share and exhibit UC ANR's commitment to UC ANR's Affirmative Action policy.
- UC ANR is committed to supporting inclusive excellence and is guided by UC ANR's Principles of Community. We strive to create an environment where all individuals, regardless of their background, feel valued and respected and have equal opportunities for growth and success.
- As a condition of employment, the finalist will be required to disclose if they are subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct, are currently being investigated for misconduct, left a position during an investigation for alleged misconduct, or have filed an appeal with a previous employer. "Misconduct" means any violation of the policies or laws governing conduct at the applicant's previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, discrimination, dishonesty, or unethical conduct, as defined by the employer.

UC Sexual Violence and Sexual Harassment Policy

UC Anti-Discrimination Policy for Employees, Students and Third Parties

APM - 035: Affirmative Action and Nondiscrimination in Employment

How to Apply

If interested in this position, please visit: <https://recruit.ucanr.edu/> and choose "applicants" (refer to position #25-11. An in-person finalist interview may be required as part of the search process.

Closing Date: To assure full consideration, application packets must be received by June 4, 2025 (open until filled)

Questions?

Contact Tatiana Avoce; email: <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.

University of California Cooperative Extension

As a University employee, you will be required to comply with all applicable University policies and/or collective bargaining agreements, as may be amended from time to time. Federal, state, or local government directives may impose additional requirements.

The University of California is an Equal Opportunity 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 status under state or federal law.

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.

### **Application Requirements**

#### **Document requirements**

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Curriculum Vitae - Your most recently updated C.V.

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Cover Letter

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Statement of Research and Extension - Statement of Research and Extension  
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.

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References - Please provide three references (names, titles and contact information).

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Transcripts - 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.

On your Transcripts, please redact all personal information (date of birth, social security number, resident status, etc.) prior to uploading.

#### **Reference requirements**

- 3-5 required (contact information only)



Three names, titles and contact information.

**About UC Agriculture and Natural Resources**

The University of California, Division of Agriculture and Natural Resources 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.

**Job location**

Hopland, CA

**To apply, please visit: <https://apptrkr.com/6202102>**

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