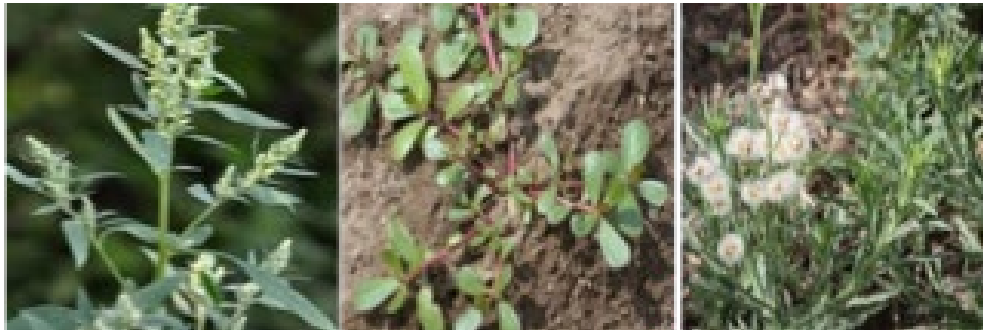


Cooperative Extension Area Low Desert Weed Management Advisor Serving Imperial and Riverside Counties

Position Overview

The University of California, Agriculture and Natural Resources (UC ANR) invites applications for a UC Cooperative Extension (UCCE) **Area Low Desert Weed Management Advisor at the Assistant rank serving Imperial and Riverside Counties.**

The Weed Management Advisor will implement an innovative multi-county extension education and applied research program focused on biology, ecology, and management of weeds of agricultural importance in the lower desert cropping systems of Imperial and Riverside Counties. Low desert commodities and cropping systems include a diverse mix of agronomic crops (alfalfa, wheat, Sudan grass, Rhodes grass, bermudagrass, Kleingrass, and oilseed crops) as well as various cool-season vegetable and specialty crops. Working closely with collaborators, including local growers, UCCE Advisors and Specialists, and other partners, the Advisor will develop strategies for controlling weeds and disseminate information on effective management practices.



UCCE Advisors are responsible for applied research and extending knowledge. Research activities are needs-based, mission-oriented, and focused on addressing community challenges. Extension activities are the educational practices advisors use to share research results directly with clientele and communities. Increased knowledge and understanding of science-based research help to support and promote the adoption of practices and technologies that solve problems. Extension methods may include individual consultations, presentations, organization of educational workshops and short courses, field demonstrations, and farm and site visits. Information may also be disseminated via radio outreach, webinars, fact sheets, policy briefs, news blogs, and social media. Publications are expected in various formats, including

newsletters, popular press articles, curricula, conference proceedings, and peer-reviewed publications. Successful research and extension programs result in new information that improves knowledge and understanding, and leads to the adoption of new skills, practices, and attitudes, and to changes in policies and environmental, health, agricultural, economic, and/or social conditions. UCCE Advisors are evaluated through an academic advancement system based on four criteria: extending knowledge, applied research and creative activity, professional competence and activity, and University and public service.

Location headquarters: This position will be headquartered in the UC Cooperative Extension Office in Imperial County, located at 1050 E. Holton Road, Holtville, California, 92250.

Position Details

Low desert agricultural production areas in Southeastern California are dynamic, diverse, and challenging. They encompass some of the state's most productive areas due to their mild winters, extended growing seasons, and access to irrigation water. Crop planting and harvesting cycles reflect the arid nature of the Southwest and differ substantially from those in the rest of California. Accordingly, it is important that agricultural production information be locally generated. Weed management is a critical area for applied research in this unique growing area. The advisor will develop applied weed management research locally and in partnerships with collaborators. It is expected that applied research will cover the low desert agricultural areas of Imperial and Riverside Counties, including the Imperial, Coachella, and Palo Verde Valleys, which produce more than 100 commodities year-round.

Research is expected to address weed management practices, including weed biology, ecology, and other weed management techniques. Low desert crops are infested with various weeds, including noxious and invasive weeds, as well as those resistant to herbicides. Weed management research programs will be developed and carried out in collaboration with UC ANR academics and appropriate statewide efforts, including UC ANR Program Teams and Workgroups, local stakeholders, and other collaborating industries in Imperial and Riverside Counties. The advisor is expected to collaborate with other Cooperative Extension (CE) and Agricultural Extension Stations (AES) researchers and educators to conduct research and education programs that address the issues within weed management and related disciplines. The advisor will be supported by CE and AES specialists and researchers at UC Davis, UC Riverside, and UC Berkeley. Additionally, the advisor will also collaborate with USDA ARS scientists, community groups, neighboring state agricultural agents and specialists, relevant community colleges, and state universities. Partnering/collaborating with local agencies, County of Imperial Department of Agriculture, Weights, and Measures, County of Riverside Department of Agriculture, Weights, and Measures, Imperial Weed Management Area (WMA) groups, Low Desert WMA groups, and California Invasive Plant Council is also encouraged.

Science-based research results and other educational information will be 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 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. The advisor will collaborate with other local UCCE Advisors to organize educational extension events and workshops.

Key clientele will include commercial farms (both large and small), pest control advisers, allied industries, commodity groups, seed companies, conservation/environmental groups, public agencies, and consumers. The growing popularity of home gardening in Imperial and Riverside Counties may create an opportunity to reach urban and gardening clientele.

The advisor joins a team of highly motivated UCCE colleagues who are passionate about their work. This is an exciting opportunity to develop and deliver relevant program content and make a difference within local communities and throughout California. The potential for collaborative projects within the UC ANR system is limitless.

Counties of Responsibility: This position will serve Imperial and Riverside Counties.

Reporting Relationship: In this appointment, you will report directly to the UC Cooperative Extension Director for Imperial and San Diego Counties, with input from the Director of UC Cooperative Extension for Orange, Riverside, and San Bernardino Counties. This is not a remote position; the advisor must be available to work onsite at the headquarters location and travel to and be present in the other assigned county. Specific expectations for maintaining office hours and fieldwork in the geographic area covered by this position will be outlined upon hire by the respective supervisors.

Qualifications and Skills Required

Required Qualifications

Education

At the time of appointment, a minimum of a master's degree in weed science, agronomy, botany, or a related field is required.

Key Qualifications

- Knowledge and experience in crop production and weed management or a related field.
- The UCCE 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.
- Capacity or potential to accomplish team-based research and education programs consistent with the values of UC ANR.

- **Technical Competence and Impact:** The candidate should understand key concepts of weed ecology and weed management science to optimize engagement and development and be able to design and implement a program that leads to positive changes and impact within the community and beyond.
- **Communication:** Demonstrated excellence in written, oral, interpersonal, and information technology communication skills.
- **Collaboration, Teamwork, and Flexibility:** The candidate should demonstrate the ability to work collaboratively with key external stakeholders and county-based staff, as well as with colleagues within UC ANR.
- **Lifelong Learning:** There is an expectation that advisors evolve and grow throughout their careers and respond to changes in the industry, clientele, and the organization.

Desired Experience

- Experience in successful Extension programming or community development
- A deep understanding of agronomy and weed management
- Demonstrated ability to share complex information in a manner tailored to the audience

Additional Requirements:

- This is not a remote position.
- Ability and means to travel on a flexible schedule as needed; proof of liability and property damage insurance on the vehicle used is required. Must possess or obtain a valid California Driver's License to drive a County or University Vehicle.
- This position is open to individuals who are currently authorized to work in the United States. Visa sponsorship is not available for new employment-based petitions; limited support may be available for eligible visa transfers when legally permissible. Internal UC ANR applicants with questions may contact Katie Kilbane at kkilbane@ucanr.edu.
- Applicants need to meet appointment criteria for the respective University of California academic title series and provide evidence of success in meeting the required academic advancement criteria as per [UC Academic Personnel Manuals](#). Applicants need to document relevant research, extension, teaching experience, and appropriate scholarly achievements.
- 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](#)

About UC ANR

UC ANR is a division of the University of California (UC) system that bridges the gap between local issues and the UC system's expertise 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, economic development, 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 at county-based UCCE offices across 70+ locations, serving all 58 counties. 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 offers. Our vision is that UC ANR will be valued in every California community for the positive difference it makes in people's lives.

About Imperial and Riverside Counties

Imperial County is home to approximately 180,000 residents who live and work within its seven cities (Brawley, Calexico, Calipatria, El Centro, Holtville, Imperial, and Westmorland) and eight unincorporated communities (Bombay Beach, Heber, Niland, Ocotillo, Palo Verde, Salton City, Seeley, and Winterhaven). Imperial County has a rich agricultural heritage, which includes the production of half of our nation's winter vegetables, extensive renewable resources, including geothermal, wind, and solar, a wide-range of cultural and outdoor recreational activities with hundreds of points of interest such as the Imperial Sand Dunes Recreation Area, a magnet for off-road enthusiasts, the Sonny Bono Salton Sea National Wildlife Refuge, a renowned birding site, and a lively population with frequent family-oriented community events.

Riverside is the fourth-largest county in California by population and land area and also the 10th-most populous county in the United States. It covers more than 7,300 square miles and is home to 2.4 million residents. A variety of crops are produced in Riverside County, including nursery stock, dairy, avocados and citrus, dates, alfalfa, and vegetable crops. UC Riverside, a campus of over 26,000 students, has a history of high-impact innovation that dates back to its earliest days as the Citrus Experiment Station. Riverside is located 55 miles east of Los Angeles and 90 miles north of San Diego.

Learn More About

- [UC ANR](#) and [UC ANR Mission Statement](#).
- 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 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 [civil rights](#).
- 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.

Salary & Benefits

Salary: The salary range for this Cooperative Extension Advisor position is Assistant Rank, Step I (\$89,100) to Step VI (\$113,000). 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 [salary scale](#). 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 is subject to the terms noted in Section 315 of the [UC ANR Policy and Procedure Manual](#). 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.

Benefits: The University of California offers comprehensive benefits, including 2 days of paid vacation per month, 1 day of paid sick leave per month, and paid holidays. This position is eligible for sabbatical leave privileges per the terms of University policy. ANR is part of UC's Family-Friendly Policies. For more information, refer to the [UC Benefits website](#).

How to Apply

If interested in this position, please visit [UC Recruit](#) and choose "applicants" (refer to position #24-24). 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 **November 15, 2026 – (open until filled)**.

Questions?

Contact Tatiana Avoce at tavoce@ucanr.edu

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.