

## **Position Description**

**Khaled M. Bali**

**Irrigation Water Management CE Specialist**

**Effective Date: 7/18/2016**

**Updated September 25, 2020**

### **PURPOSE & CLIENTELE**

The UC Cooperative Extension (UCCE) specialist is expected to conduct a statewide extension, education and applied research program for soil–plant–water relations, irrigation systems, irrigation water management, and soil salinity management. The CE specialist is expected to be actively involved with dairies, permanent and annual crops. Irrigation and nutrient management are critical to the long-term viability of these industries. The irrigation water management CE specialist is expected to be actively involved in the State’s groundwater quality issues. The CE specialist will have the opportunity for external networking with State and public agencies, along with private individuals and organizations, for water-related information and expertise.

The CE specialist is expected to obtain grants to support their research and education program; forge strong interactions with local county partners and clientele, as well as with colleagues in local UCCE offices, on the UC campuses, and at other UC ANR Research and Extension Centers facilities. The CE specialist is expected to contribute to core research and extension goals established within UC ANR and assist in establishing an innovative multi-disciplinary program in irrigation and water management. The CE specialist is expected to obtain funding support from a variety of sources including state and federal agencies such as California Department of Water Resources (DWR), California Department of Food and Agriculture (CDFA), California Environmental Protection Agency (CalEPA), United States Department of Agriculture (USDA). This position is headquartered in the Kearney Agricultural Research and Extension Center in Parlier, California.

**EXTENSION:** Extension activities include meeting presentations on irrigation water management topics and development of educational outreach material (both written and electronic) for use by a wide range of audiences. The CE specialist is expected to develop research upon which extension information is based, but other information will be based on research results from other scientists that must be extended to users. The CE specialist is expected to need to be able to translate complicated scientific results into understandable and useful information for diverse clientele. Outreach methods include individual consultations, field days, tours, meetings, web conferences, UC ANR publications, peer-reviewed journals, 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 are expected to be developed and carried out in collaboration with UC ANR colleagues as well as related government and private industries.

**RESEARCH:** The CE specialist is required to develop and implement applied research programs to provide science based information addressing complex issues. There are many opportunities for water-related research in areas such as irrigation system management, irrigation water management, plant-water-relations, and salinity. The CE specialist's research is expected primarily be applied research, aimed at understanding and solving the wide range of problems facing California water users. The irrigation water management CE specialist is expected to work in concert with both annual and permanent crop CE advisors and CE specialists. The CE specialist will publish research results in peer-reviewed journals and other appropriate outlets.

### **ACADEMIC PROGRAM MAJOR RESPONSIBILITIES**

- Conduct and report regular needs assessments to identify priority issues or problems relevant to the local 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.
  - Conduct applied research designed to monitor changes and solve locally relevant problems.
  - Disseminate useful, 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 Cooperative Extension's credibility by providing science-based knowledge and skills independent of personal or parochial interests.
  - Evaluate programs and report accomplishments, results, and potential or actual impacts to scientific and lay audiences.
  - Develop collaborative teams with other UC ANR academics, campus-based specialists, and faculty and/or others, to address priority issues for UC ANR.
  - Act as a facilitator in the public policy arena to effectively bridge divergent interests around issues that impact subjects within the UC ANR purview.
- Participate in professional organizations and collaborate with federal, state and county governmental agencies, non-government organizations and others by providing independent science-based information and leadership.
- Foster an increased understanding of Cooperative Extension's research and education programs in clientele, the public and policy makers.
- 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.
- Participate in UC and ANR leadership, through work groups & program teams, committees, task forces and other formal or informal structures.
- Serve the California public by participating in activities of public agencies and organizations.
- Actively advocate for UC ANR program awareness and support.

### **PROGRAM LEADERSHIP AND BUSINESS OPERATIONS DUTIES**

- *Leadership:* Provide vision, inspire, and motivate others with attitude and actions; sets a high standard for excellence; innovate and foster positive change; model and support a good team

working environment; and encourage and is open to exploring new ideas and innovative changes, and provide active, ongoing advocacy and support for ANR programs.

- *Local Delivery of Statewide Programs*: Represents UCCE programs locally in professional manner; ensures clientele needs are assessed, supports the development of priority program goals to successfully meet clientele needs, in alignment with ANR's statewide Strategic Vision and initiatives; oversees delivery of UC ANR statewide programs at the local level; works with staff to ensure that outcomes and impacts are measured and communicated; and interacts with UC ANR Program Teams, specialists and others within the research/extension network to develop, strengthen and expand the local delivery of statewide programs.
- *Interpersonal Relationships*: Is an effective listener and communicator; takes responsibility for his/her own actions; motivates others; keeps commitments; and cultivates political and industry support for UC ANR.

### **AFFIRMATIVE ACTION**

- Comply with all applicable federal and state laws and regulations, and all University policies regarding affirmative action, including prohibition of discrimination on the basis of race, color, national origin, religion, sex, sexual orientation, physical or mental disability, age, veteran status, medical condition, ancestry or marital status.
- Promote, in all ways consistent with other responsibilities of the position, accomplishment of the affirmative action goals established by UC ANR.
- Take all measures necessary to assure that any employee or volunteer workers supervised by this position fulfill their affirmative action responsibilities.
- Develop a statement of program mission and definition of potential program clientele that embody a commitment to serve diverse ethnic and gender groups.
- Plan and conduct programs in such a manner as to provide equitable service to all ethnic and gender groups that comprise the potential clientele population for the program.
- Identify any barriers to clientele participation related to ethnicity, gender, or other characteristic of concern under the University's affirmative action policies, and take corrective action as needed to remove such barriers.
- Collect, and keep current, demographic data identifying the ethnic and gender distribution of the potential clientele populations for the program, and describing other characteristics of the population relevant to the pursuit of the Division's affirmative action goals.
- Compile and maintain documentation of service to each ethnic and gender group within the clientele population served by the program, including statistical records of clientele contacts, quantitative evaluations of benefits realized by clientele, and reports of any special efforts to serve under-represented groups.

**RELATIONSHIPS**

Responsible administratively to the Director of Kearney Agricultural Research and Extension Center.

**QUALIFICATIONS**

A minimum of a Ph.D. is required in irrigation engineering; agricultural engineering with a background in irrigation/meteorology or climatology; or plant or soil sciences (permanent and/or annual crops) with expertise in irrigation water management. Excellent written, oral and interpersonal communication skills are required. A demonstrated ability in applied agricultural research and extension of information is desirable.

- Must demonstrate:
  - The ability to communicate and extend technical information in an understandable manner.
  - Knowledge of human relations is required including the ability to work with people with a diversity of views and values, to motivate people and adapt to changing situations.
  - Literacy in internet communications and with software to support research and education programs.
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  - Literacy in internet communications and with software to support research and education programs.

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Khaled Bali  
Irrigation Water Management CE Specialist

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Date

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Jeffery Dahlberg  
Director of Kearney Agricultural Research and Extension Center

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Date

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Mark Lagrimini, Vice Provost  
of Cooperative Extension

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Date