

Position Description

Tori Norville

Fire Science Advisor

Location: Sonoma, Napa and Marin Counties, California

Effective Date: August 1, 2022

PURPOSE & CLIENTELE

PURPOSE – the Area Fire Advisor will implement an innovative, extension education and applied problem-solving research program to help address California’s wildfire challenges. The intent of the position is to help build community fire adaptation and resiliency and reduce California’s social and ecological vulnerability to wildfire. The expected focus on this position is to address the needs, issues and interests relating to fuel and vegetation management in order to promote healthy, fire-adapted and resilient landscapes around communities in the Wildland-Urban Interface (WUI). These efforts will be done in conjunction with promoting the latest science-based information on home hardening and defensible space for Urban Communities.

The Area Fire Advisor will work with and provide a point of connection for landowners, agencies, local governments, and community organizations and members to work together toward fire resilience. This position provides critical capacity, coordination, and science-based momentum for an accelerated approach to California’s fire questions.

A small portion of the Area Fire Advisor time will be spent on state-wide programing, working in conjunction with the other Fire Advisors throughout the state.

CLIENTELE – the Area Fire Advisor clientele will be the areas Agricultural landowners, Natural Resource Professionals and forest and/or rangeland owners. This position complements the other advisors in the assignment area.

ACADEMIC PROGRAM MAJOR RESPONSIBILITIES

- 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 UC ANR’s Strategic Vision.
 - **Technical Competence & Impact**
 - Conduct clientele needs assessment, and develop program goals to successfully meet clientele needs, in alignment with UC ANR’s statewide Strategic Vision and initiatives.
 - Conduct applied research designed to solve locally relevant problems and measure change.
 - Specifically in areas of:
 - Prescribed Fire
 - Vegetation Management
 - Forestry in regards to Forest Resiliency
 - Maintain and promote UC ANR’s credibility by providing science-based knowledge and skills independent of personal or parochial interests.

- Represent UC ANR locally in a professional manner.
 - Understand key concepts related to California's fire challenges
 - Design and implement a Fire Program that leads to positive changes and impact within the community and beyond.
 - Specifically in the areas of:
 - Forestry and Vegetation Management
 - Defensible Space
 - Post-fire recovery
 - Prescribed Fire
 - Structure Hardening
- **Communication**
- Conduct and report regular needs assessments to identify priority issues or problems relevant to the local clientele groups being served.
 - Disseminate useful, science-based information to inform clientele, using extension methods that are responsive to clientele needs and appropriate for the audience and situation.
 - This includes site visits, workshops, webinars, printed material, and handouts etc.
 - 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.
 - Assist in the promotion the UCCE Forest Stewardship Workshop and the UCCE Post-Fire Forest Resilience Workshop.
- **Collaboration, Teamwork & Flexibility**
- Develop collaborative teams with other UC ANR academics, campus-based specialists and faculty and/or others, to address priority issues for UC ANR.
 - Specifically work with:
 - Other Fire Advisors
 - Forestry Advisors
 - Rangeland, Specialty Crops and Viticulture Advisors
 - Act as a facilitator in the public policy arena to effectively bridge divergent interests around issues that impact subjects within the UC ANR purview.
 - Interact with UC ANR Program Teams, specialists and others within the research/extension network to develop, strengthen and expand program goals.
 - Including:
 - Fire working group
 - Forest ecosystem working group
 - Fire Advisor Team
 - Forest Stewardship Workshop Team
 - Post-Fire Forest Resiliency Workshop Team
 - Serve the California public by participating in activities of public agencies and organizations.

- Including:
 - Farm Bureau
 - Fire Agencies
 - Fire Safe Councils
 - Interpersonal Relationships: Be an effective listener and communicator, motivate others, keep commitments and cultivate political and industry support for UC ANR.
 - Build relationships to work with diverse populations and acclimate to varying circumstances.
- **Professional Development & Lifelong Learning**
- 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.
 - Specifically:
 - California Licensed Foresters Association (CLFA)
 - Sonoma Forest Conversation Working Group
 - 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.
 - Attend webinars, presentations and training to maintain my knowledge in the Forestry and Fire disciplines. Examples include:
 - Cal Poly Fuels Management Training
 - UCCE Fire Network Monthly “Fire Breaks”
 - CLFA conferences and brown bag tours
 - California Prescribed Burn Association “Fire Side Chats”

AFFIRMATIVE ACTION and DIVERSITY, EQUITY, AND INCLUSION (DEI)

- 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 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

Administratively responsible to County Director for Sonoma County, but working cooperatively with the County Directors for Napa and Marin Counties for the conduct of the UC ANR program(s).

QUALIFICATIONS

A Master of Science Degree in Natural Resources is required. Specialty and/or professional experience must demonstrate capacity or potential to accomplish team-based research and education programs consistent with the values of Cooperative Extension.

Must be able to work independently and collaboratively in teams, and provide leadership for research and education activities. Must be adaptable to different work circumstances and work with a diversity of people and collaborators.

Must be literate in internet communications and software appropriate to support research and education programs.

A Registered Professional Forester (RPF) license is required for this position to support research within the program.

Reviewers:

Joi Norville
Academic (your name and title)

7/3/2023
Date

Stephanie Pearson
County/REC Director or Supervisor

7/3/2023
Date

Final Approver:

Dr. Daniel Obrist
Vice Provost of Academic Personnel

Date