TITLE
The WSU Extension Chelan, Douglas, and Grant counties 4-H Youth Development Extension Regional Specialist (equivalent to an Assistant Professor) is a full-time, 12-month, tenure-track faculty position within the WSU Extension Youth and Families Program Unit.

POSITION SUMMARY
The WSU Extension Youth and Families Program Unit is seeking a dynamic, inspired, and highly qualified professional to provide leadership, vision, educational programming, planning, development, implementation, reporting, and direction for the Chelan, Douglas and Grant Counties 4-H Youth Development Program in collaboration with staff, volunteers, youth, partners, and the community.

This position will provide multi-cultural Extension programs. Preference will be given to candidates with experience working with diverse populations and who are bilingual in English/Spanish.

RESPONSIBILITIES
• Evaluate the needs of the community and plan, implement, and evaluate educational outreach programs to meet those needs.
• Provide leadership in planning, developing, and implementing dynamic programs to extend program capacity through effectively collaborating with volunteers that demonstrate enhanced leadership and teaching skills, positive self-esteem, effective communication skills, sound decision-making ability, and other life skills in program participants.
• Build programs that lead to scholarship for advancement in tenure and promotion.
• Acquire both financial and human resources through grants, contracts, fee-for-service, and gifts to support the development and delivery of programs.
• Develop, implement, report, and maintain an in-depth evaluation system to measure the outcomes and impacts of the 4-H Youth Development Program.
• Maintain current knowledge of issues, best practices, and evidence-based programs in youth, family, and adult education to ensure that program outreach effectively includes diverse and underserved people and meets the needs in the region.

APPLICATION PROCESS
Screening of applications will begin February 1, 2019 and will continue until the position is filled.

Apply online at https://www.wsujobs.com.

Applicants must submit the following to be considered:
1. Cover letter describing how your experience meets the responsibilities and qualifications for the position; and your vision and goals for youth development programming;
2. Curriculum Vitae;
3. Scanned copy of college transcripts; and
4. Contact information for three individuals willing to provide professional letters of recommendation that address your qualifications relative to this position.

For further information on this position, contact:
Margaret Viebrock
Search Committee Chair
509.745.8531
viebrock@wsu.edu

For information on WSU Extension visit:
• http://extension.wsu.edu/

For more information on the WSU Extension Tenure and Promotion process, go to:
http://fs.cahnrs.wsu.edu/wp-content/uploads/2015/06/Tenure-and-Promotion-Criteria-for-Ext-Prog-Unit-Faculty-Revision-FINAL.pdf
• Identify opportunities for volunteer development in the leadership of 4-H clubs, 4-H school enrichment, short term projects, focused youth education, and community-based organizations. Particular emphasis will be on expanding youth participation in Science, Technology, Engineering, and Math (STEM), Civic Engagement, and Healthy Living Programs.
• Oversee the use of appropriate social media, mainstream media, and marketing tools and resources to promote and advertise youth programs.
• Build and maintain cooperative, respectful, trusted, collaborative working relationships with team members, county partners and stakeholders and statewide Extension faculty and staff in an environment that fosters diversity, collegiality and the ability to work in a multi-cultural setting.
• Monitor program activities to ensure program outreach effectively includes diverse and underserved people and communities; and provide leadership for local civil rights compliance.
• Responsible for fiscal management of 4-H program funds.
• Supervise and support 4-H program staff to ensure program delivery aligns with the Policies and Procedures of the Washington State University Extension including Washington State 4-H Positive Youth Development.
• Maintain ongoing communication with the WSU Youth and Families Program Unit Director and the State 4-H Youth Development Associate Director.

LINE OF RESPONSIBILITY
• This WSU faculty member is responsible to the WSU Youth and Families Program Unit Director, with programmatic accountability to the State 4-H Youth Development Associate Director.

REQUIRED QUALIFICATIONS
• Earned Master’s degree in youth development, social sciences, human development, family and consumer sciences, volunteer development, guidance and counseling, leadership development, education, or an appropriate field of study at the time of application.
• Two years of demonstrated ability to work effectively with volunteers, adults, and youth, in the development, delivery, and management of youth programs.
• Ability to communicate ideas effectively through written, verbal, and technology when relating to a variety of audiences.
• Competency in using electronic outreach methods and equipment for extension and daily work activities.

PREFERRED QUALIFICATIONS
• Ph.D. in youth development, social sciences, human development, family and consumer sciences, volunteer development, guidance and counseling, leadership development, education, or an appropriate field of study at the time of application.
• Demonstrated ability in volunteer development i.e., recruitment, education, recognition, conflict management, and retention.
EMPOWERED  MOTIVATED  DIVERSE  ADAPTABLE  ENTREPRENEURIAL

• Capacity and willingness to engage diverse constituents from varying socioeconomic and ethnic groups in education programs. Demonstrated cultural competency skills and a commitment to expanding and fostering diversity in program outreach.
• Demonstrated record of achievement in scholarship that disseminates innovative approaches and methods in measurable program impacts and outcomes.
• Demonstrated record of extramural fund development, including the ability to write successful grant proposals and manage grant awards.
• Experience in leadership; conflict resolution; group facilitation; and the development, delivery, and evaluation of programs.
• Experience in budgeting, financial planning, personnel management, strategic planning and critical decision-making.
• Experience with non-formal education delivery methods, including youth and adult learning theory, experiential education, and needs assessments.
• Experience working with diverse populations.
• Bilingual in Spanish/English.

JOB EXPECTATIONS
• All Extension employees working with youth must be screened. Employment is contingent upon a successful Washington State Patrol and national background check.
• Ability to travel year-round using reliable transportation (mileage reimbursed) is required. Evening and weekend work is required. The successful candidate must possess a valid driver’s license. Current automobile liability insurance (meeting the requirements described in RCW 46.30.020, and RCW 46.09.090) while using a private vehicle for official business is required.
• Extension faculty are hired into the organization, not into a specific geographical location. It is possible that future circumstances may require relocation.
• Understand and carry out the principles and specific requirements of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Affirmative Action Plan, and all pertinent rules and regulations.
• This position works collaboratively with the WSU Extension Chelan, Douglas, and Grant County Directors. This position also works as a member of a multi-disciplinary team of Extension educators and support staff in other county Extension offices, the State 4-H office, as well as department-based extension specialists and researchers.

SALARY
Salary is commensurate with available funding and the candidate’s academic and professional qualifications. State of Washington benefits and enrollment in TIAA-CREF are included. For more information on benefits at WSU, go to: http://www.hrs.wsu.edu/benefits.

LOCATION
The primary office for the position is located in Wenatchee, Chelan County. The position will require
regularly working with the three county extension offices in the following locations:

Chelan County Extension, 400 Washington Street, Wenatchee, WA, 98801
Douglas County Extension, 203 South Rainier (PO Box 550), Waterville, WA, 98858
Grant County Extension, 1525 E Wheeler Rd, Moses Lake, WA, 98837

**Life in Wenatchee:** Wenatchee’s population of 65,000 is located on the eastern edge of the Cascade Range at the confluence of the Columbia and Wenatchee Rivers amid cherry, apple, and pear orchards. Some of the favorite outdoor recreational opportunities are hiking, biking, and skiing in the mountains; and fishing, swimming, and boating in the rivers. The “Apple Capital of the World” is just a few hours drive from the city of Seattle and the Greater Puget Sound. Local attractions and year-round art and cultural events complete the unique character of this north-central Washington town. To learn more about the Wenatchee community, visit [www.wenatcheewa.gov](http://www.wenatcheewa.gov).

**WSU Extension**

WSU Extension is about giving everyday people exceptional tools to thrive in a world that is constantly changing. WSU Extension engages people, organizations, and communities to advance knowledge, economic well-being, and quality of life by fostering inquiry, learning, and the application of research. WSU Extension builds the capacity of individuals, organizations, businesses and communities, empowering them to find solutions for local issues and to improve their quality of life. WSU Extension collaborates with communities to create a culture of life-long learning and is recognized for its accessible, learner-centered, relevant, high-quality, unbiased educational programs. For over 100 years, WSU Extension has provided educational, personal, and professional development opportunities throughout the state—impacting lives in ways that few other organizations can. Because of these efforts, communities, organizations, and individuals are able to solve local issues and improve their futures.

**WSU Extension Youth and Families Program Unit**

The WSU Extension Youth and Families Program Unit is one of three WSU Extension departmental units within the College of Agricultural, Human, and Natural Resource Sciences (CAHNRS). Housed under the Youth and Families Program Unit, the 4-H Youth Development Program has 20 faculty and 45 administrative professional, civil service and public affiliate staff located throughout the state who are devoted to the work of 4-H positive youth development. Washington State University’s 4-H Youth Development program serves a reported 53,538 (2017 data) youth annually through traditional community clubs, school enrichment, after-school, military, and other special interest programs and activities. To learn more about the WSU Extension Youth and Families Program Unit, visit: [http://extension.wsu.edu/youth-families/](http://extension.wsu.edu/youth-families/).

**College of Agricultural, Human, and Natural Resource Sciences**

The College of Agricultural, Human and Natural Resource Sciences (CAHNRS) at Washington State University is an expansive and diverse college that includes 12 academic units, 4 research and extension centers distributed across the state, 13 subject matter centers, and 40 county and tribal
Extension offices. CAHNRS fosters disciplines that serve at the interface of scientific discovery and its application to the advancement of society and improvement of the human experience. Our mission is to provide global leadership in discovering, accessing, and disseminating knowledge that contributes to producing a safe, abundant food and fiber supply; promotes the well-being of individuals, families, and communities; enhances the sustainability of agricultural and economic systems; and promotes stewardship of natural resources and ecological systems. In all dimensions of our mission, we strive to embody the “World Class. Face to Face” motto of Washington State University. CAHNRS personnel embrace the opportunity to fulfill the University’s land-grant mission by making groundbreaking research discoveries, by utilizing innovative approaches to teaching and learning, and by delivering relevant, progressive Extension programs that synergistically generate outcomes that enhance the quality of life for the citizens of Washington State, as well as for people around the globe. To learn more about CAHNRS, visit: http://cahnrs.wsu.edu.

WASHINGTON STATE UNIVERSITY

Founded in 1890 as Washington’s original land-grant university, Washington State University is a comprehensive land-grant university with teaching, research, and Extension missions. WSU has 11 colleges that foster scholarly achievement, and an enrollment of more than 30,600 undergraduate and graduate students on five campuses (Pullman, Spokane, Tri-Cities, Vancouver, and Everett) with approximately 20,200 students located on the main campus in Pullman, WA. WSU is classified in the Highest Research Activity category by the Carnegie Foundation for Advancement of Teaching. Fewer than 3% of U.S. universities meet the criteria for this classification. WSU strongly values diversity among its faculty, staff, and students, and seeks to ensure a welcoming community for all. To learn more about WSU visit: http://www.wsu.edu/.

WASHINGTON STATE UNIVERSITY IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EDUCATOR AND EMPLOYER. Members of ethnic minorities, women, special disabled veterans, veterans of the Vietnam era, recently separated veterans, and other protected veterans, persons of disability and/or persons age 40 and over are encouraged to apply. WSU is committed to excellence through diversity and faculty-friendly policy action, including partner accommodation and a NSF ADVANCE Institutional Transformation programs see http://www.advance.wsu.edu.

WSU employs only U.S. citizens and lawfully authorized non-U.S. citizens. All new employees must show employment eligibility verification as required by the U.S. Citizenship and Immigration Services.

WSU is committed to providing access and reasonable accommodation in its services, programs, activities, education and employment for individuals with disabilities. To request disability accommodation in the application process, contact Human Resource Services: 509-335-4521(v), Washington State TDD Relay Service: Voice Callers: 1-800-833-6384; TDD Callers: 1-800-833-6388, 509-335-1259(f), or hrs@wsu.edu.