

## **SENIOR SPECIALIST, PEST MANAGEMENT**

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**REPORTS TO:** Chief Scientific Officer

**DEFINITION:**

This position supports all aspects of the Almond Board's work related to management of pests in almond production. The position reports to the Chief Scientific Officer, with additional support to Field Outreach, Industry Communications, and the Global Technical and Regulatory Affairs Department (GTRA) related to pesticide pest management and use.

This position serves as the technical expert for the Almond Board on pest management, serving as a bridge between research and industry outreach. As such, the position requires both an understanding of research and the ability to communicate effectively with researchers, as well as the ability to translate and communicate effectively with audiences of growers and industry professionals. This is an exempt position based in Central California.

**ESSENTIAL DUTIES:** The following duties are typical of those performed by employees in this job title; however, employees may perform other related duties.

- Serve as primary resource on pest management issues for the Almond Board's research and communications
- Lead pest management research program, including but not limited to:
  - Engage the Production Stewardship Working Group and the Strategic AG Innovation Committee (SAIC), on development and implementation of pest management strategies, including identifying research priorities, working with working group and Committee members to secure support for priorities and implementation plans, contributing to agendas and presenting at meetings
  - Lead technical review of research proposals, including identification of outside experts for reviews
  - Oversee technical aspects of research implementation, including interactions with researchers, reviewing reports for adequate quality and progress, understanding research findings and oversight of pest management research budget
  - Identify and build collaborations with other organizations to expand the impact of ABC investments
  - Represent ABC pest management activities to the research community through speaking at research conferences and events
- Conduct outreach to growers and PCAs on pest management best practices, including but not limited to:
  - Identifying opportunities from research to communicate new findings and best management practices
  - Collaborating with ABC staff on developing written materials for industry outreach vehicles

- Conceiving, planning, and implementing in-person and virtual outreach and training events in collaboration with ABC staff, ranging from field events, webinars, symposiums, and sessions at The Almond Conference
- Identifying opportunities to collaborate with the University of California Division of Agriculture and Natural Resources (UC ANR) and the California Association of Pest Control Advisors (CAPCA) to amplify ABC outreach through co-development of events or resource materials for pest management
- Collaborate with Food Safety and Quality on analysis of pesticide residues to determine potential mitigation strategies
- Serve as liaison and support to the Global Technical and Regulatory Affairs Department:
  - Consult with team members on research priorities and proposal reviews to ensure relevant policy/regulatory/supply chain issues are incorporated
  - Lead analyses of pesticide use trends and development of strategies to mitigate risks (trade, regulatory, reputation management) in collaboration with GTRA and Food Safety and Quality teams

**QUALIFICATIONS:**

**Skill in:**

- Implementing and managing process workflows, budgets, and schedules
- Critical review of data and reports; tracking, recording and reporting detailed information
- Data analytics. Developing and maintaining data and information tables, charts and graphs, using spreadsheets, databases and graphing software; Requires strong database, Excel and PowerPoint skills
- Solid interpersonal skills to establish and maintain relationships with our valued stakeholders and team members
- Using initiative and judgment to manage workload and accomplish tasks independently or with minimal supervision
- Approaching work tasks in a highly organized and systematic manner
- Strong, effective written and oral communications, including grammatically correct and clearly written report preparation, correspondence, and presentation skills.

**OTHER REQUIREMENTS:**

- Demonstrated ability to direct and maintain effective relationships with researchers to meet ABC and industry goals.
- Ability to communicate with growers and agricultural service providers (e.g. PCAs) and maintain effective relationships with organizations who provide training and services to growers.
- A valid California driver's license and driving record acceptable for insurance purposes to travel within California for field visits.

EDUCATION AND EXPERIENCE: A typical way to obtain the above knowledge and skill is a combination of education and experience equivalent to:

- A master's degree in an area of science related to entomology or pest management, with at least two years of research experience acquired as part of education or work experience.
- Understanding of the principles and conduct of scientific research, such as experimental design and analyses of research results.
- At least two years of grower-related field experience acquired during research or previous agricultural positions.

PHYSICAL CHARACTERISTICS: The physical abilities involved in the performance of essential duties are:

- Ability to work at a computer for extended periods of time
- Vision sufficient to read handwritten and printed documents and computer screens
- Speech and hearing sufficient to communicate by phone and in person
- Manual dexterity sufficient to use a variety of office equipment and tools, computer keyboards, and to manipulate papers
- May lift up to 30 pounds (15 kilos) and manipulate heavier objects using dollies
- Travel estimation 25% of time

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Employee's Name

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Employee's Signature

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Date