We are committed to increasing the diversity of our staff and providing culturally responsive programs and services. Therefore, we encourage responses from people of all backgrounds and abilities. We invite you to review Colorado State University’s Principles of Community that guide our mission and vision of access, teaching, service, and engagement. http://diversity.colostate.edu/principles-of-community.

La Plata County is located in southwest Colorado and has a population of approximately 50,480. The county population is 81 percent White (non-Hispanic), and 11 percent Hispanic. The Southern Ute Indian Tribe and Ute Mountain Ute Indian Tribe are sovereign neighbors. The median home value of $183,900 is higher than the Colorado average ($166,600). Those living below poverty are about the Colorado average at 11.3 percent. Population centers are the city of Durango, the county seat, and the neighboring towns of Bayfield to the east and Ignacio to the southeast. Outdoor recreation opportunities abound and include camping, hiking, backpacking, fishing, hunting, and both alpine and Nordic ski opportunities are within moderate travel distances. Major local employers include government, education, medical, tourism, agriculture, manufacturing, and service industries. Fort Lewis College, a four-year liberal arts college, is located in Durango. The 4-H Youth club program is strongly supported in the county and consists of approximately 300 youth and 113 adult volunteers. 4-H enrichment (such as after school programs) reach an additional 3600 youth. Colorado State University is represented in the community through the Extension office. To learn more about La Plata County government, refer to http://co.laplata.co.us/fairgrounds/fair_ext.htm. To learn more about Colorado State University Extension, go to: https://datausa.io/profile/geo/la-plata-county-co

APPLICATION PROCESS AND DEADLINE: For full consideration, all materials must be RECEIVED no later than 11:59 PM Mountain Time on Sunday, January 5, 2020. Please submit the following to https://jobs.colostate.edu to apply:

- Resume
- Cover letter
- Transcript of college(s) course work showing degrees conferred. Please remove all references to birth date or social security number.
- Special Required Documentation - Statement (no more than 5 pages) of how you meet all the “Required” and “Preferred” Job Qualifications. Please respond to each bullet point separately.

All applicants will be contacted approximately 15 working days after the deadline regarding their status. Next steps and interview dates will be shared to those moving forward. Four professional references will be requested of applicants that advance in the interview process.

For questions regarding the application process, contact the Office of Equal Opportunity at (970) 491-5836 or email oeo@colostate.edu. For questions regarding the job vacancy, responsibilities, and salary, please contact Darrin Parmenter at (970) 382-6464 or darrin.parmenter@colostate.edu.

PURPOSE OF POSITION: To provide leadership, guidance and management to the 4-H youth development program in La Plata County, and serve as part of the 4-H and Youth development team in the La Plata County. To facilitate communication between diverse groups who support the 4-H program and encourage volunteer leadership development opportunities for both youth and adults involved in the 4-H program. The La Plata County 4-H program has 282 youth participants and 127 volunteers. This individual works under the guidance and supervision of the La Plata County Extension Director.

ESSENTIAL JOB DUTIES
Program Planning, Development, Delivery, Evaluation and Reporting: 50%
- Provide leadership and support for all La Plata County 4-H programming.
- Actively participate in Extension work teams to provide youth development expertise for program development, delivery, and evaluation efforts statewide.
- Actively participate in the MQA program, project area, and 4-H Council – member training.
- Seek out and manage external funding, personnel, and in-kind resources to support programming efforts.

Note: % of job assigned to this duty may be changed as the program develops.

Initiate and Develop Relationships and Partnerships: 25%
- Actively participate in the La Plata County Fairboard, La Plata County 4-H Foundation, and the Livestock Marketing Committee.
- As part of the 4-H team, provide leadership and support for engaging a broad range of stakeholders through various 4-H and local youth development advisory councils and committees in the work of identifying and addressing priority youth development needs.
- Foster effective communications and develop strong partnerships with Extension staff, county departments, local schools, and other youth serving organizations, Colorado State University staff, community leaders, agencies, and institutions to enhance strong program development, delivery and evaluation.
- Assure compliance with civil rights and affirmative action policies including reaching out to underserved and underrepresented audiences.

Note: % of job assigned to this duty may be changed as the program develops.
**Volunteer Recruitment, Development and Management: 15%**
- As a member of the 4-H team, provide leadership and support for an active, diverse adult, and youth volunteer-based program including volunteer recruitment, selection, orientation, education, training, motivation, evaluation, recognition, and support.
- Prepare volunteers to take on increasing leadership, mid-management, and public education/information roles.

**Administration and Supervision: 10%**
- No direct supervision of administrative staff but works extensively in the guidance of administrative staff in 4-H issues.
- May supervise 4-H intern if an intern is hired.

**Salary:** The salary range for this position is $42,000 - $65,000. Starting salary will be commensurate with education and experience.

**Required Job Qualifications:**
- Completed bachelor’s degree.
- The degree must be conferred in agricultural sciences, youth development, social sciences, Extension education or a closely related field.
- A successful candidate without a completed master’s degree will be required to complete a master’s degree within five years from the start of employment. Failure to do so will result in termination unless a compelling reason is accepted by the Vice President of Engagement and Extension.
- Ability to communicate through teaching, public speaking/presentation, and writing as demonstrated through application materials and experience.
- Demonstrated experience working with people as individuals and in groups; ability to forge equitable and successful partnerships with other professionals and organizations.
- Demonstrated use of technology in managing and/or delivering educational programs.
- Experience in working with youth and youth organizations, including knowledge of and familiarity with 4-H youth development programs such as 4-H general projects, livestock projects and shows, shooting sports, etc. and fair board functions.
- Demonstrated experience/training in the recruitment, training, and management of volunteers.
- Understanding of different ethnic and socioeconomic audiences, commitment to include diverse voices in program prioritization and planning, and a commitment to developing and delivering both inclusive and targeted programming.
- Must have a valid driver’s license or the ability to obtain a driver’s license or access to a licensed driver by the employment start date.

**Preferred Job Qualifications:**
- Completed master’s degree.
- Experience in STEM (Science, Technology, Engineering and Mathematics) or SET (Science, Engineering and Technology) curriculums. STEM and SET are often used interchangeably.
- Experience working with 4-H enrichment programs.
- Experience with livestock (horses, cattle, swine, sheep, etc).
- Experience in developing financial support for educational programs including contracting, donor development, grantsmanship, or cost recovery.
- Professional experience with or knowledge of Extension and the land-grant university system.
- Experience working with the media and web-based information delivery methods.
- Ability to speak Spanish.

**Benefits:** Based on full-time employment. Twenty-four working days vacation each year. 15 days sick leave. Enrollment in group health, life and accident insurance, various retirement plans, work injury benefits, and disability insurance are all available. Available personal transportation required, travel allowance provided. A full description of benefits is available at: [http://www.hrs.colostate.edu/benefits/](http://www.hrs.colostate.edu/benefits/).

Colorado State University is committed to providing an environment that is free from discrimination and harassment based on race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, or pregnancy and will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Colorado State University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and Colorado State laws, regulations, and executive orders regarding non-discrimination and affirmative action. The Office of Equal Opportunity is located in 101 Student Services.

The Acting Title IX Coordinator is the Assistant Vice President for Student Affairs, 201 Administration Building, Fort Collins, CO. 80523-8004, (970) 491-5312.

The Section 504 and ADA Coordinator is the Associate Vice President for Human Capital, Office of Equal Opportunity, 101 Student Services Building, Fort Collins, CO 80523-0160, (970) 491-5836.

**Background Check:** Colorado State University (CSU) strives to provide a safe study, work, and living environment for its faculty, staff, volunteers and students. To support this environment and comply with applicable laws and regulations, CSU conducts background checks. The type of background check conducted varies by position and can include, but is not limited to, criminal (felony and misdemeanor) history, sex offender registry, motor vehicle history, financial history, and/or education verification. Background checks will be conducted when required by law or contract and when, in the discretion of the university, it is reasonable and prudent to do so.

Application process and additional information may be obtained at [http://jobs.colostate.edu/postings/73584](http://jobs.colostate.edu/postings/73584).