



Northern Marianas College
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VACANCY ANNOUNCEMENT

Announcement No. 18-021

Northern Marianas College is accredited by the WASC Senior College and University Commission (WSCUC). With students who come from Micronesia, Asia, North America, Europe, and other parts of the world, the Northern Marianas College is a microcosm of the globe. In addition to its multicultural environment, the Northern Marianas College also boasts a diversity of students: in addition to recent high school graduates, many students are also currently working part time or full time and have their own family obligations. Classes are offered during the day, evening, and weekends to accommodate work schedules.

Northern Marianas College is located on the beautiful tropical island of Saipan within the Commonwealth of the Northern Mariana Islands. The island offers a broad range of outdoor sports, leisure and aquatics activities; and our tropical climate means that outdoor activities are available year round. The Commonwealth of the Northern Mariana Islands affords a low income tax rate through a generous rebate system. This means that your salary results in greater take-home pay than in many other jurisdictions.

It is the policy of Northern Marianas College that equal opportunity be given to all qualified applicants without regard to age, race, gender, marital status, place of origin, religion, disability status, political affiliation, family relationship, or genetic information (GINA). The college reserves the right to waive or implement other qualifications to meet its needs and the right to reject all applicants or withdraw the vacancy should NMC determine such a position is no longer needed or able to be filled. The College is an Equal Opportunity Employer.

POSITION TITLE:	Scientist (Horticulture/Crop)
Department:	Cooperative Research, Extension & Education Services (CREES)
Pay Level & Step:	36/01-02
Annual Salary:	\$51,528.98 - \$53,332.49
Location:	As Terlaje Campus, Saipan
Opening Date: June 13, 2018	Closing Date: June 22, 2018 or Until Filled

Subject to availability of funds

Applications must be submitted by 4:30pm on the closing date. If there are no qualified applicants or the set of qualified applicants is deemed an insufficient pool, the closing date will be extended for two-week periods for further submission and review of applications until the search is closed. Deadlines that fall on a non-business day will be extended to the next business day.

Nature of the Position:

This position is a Non-Instructional Faculty (12-Month) contract. The position is located in the NMC Cooperative Research, Extension, and Education Service (NMC-CREES), under the supervision of the Dean of CREES. The position is approximately 80% research, and 20% agricultural extension and outreach. This position is charged with the responsibility of assisting CREES in fulfilling its mission by

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following performance duties and responsibilities articulated in the following section.

Duties and Responsibilities:

- Participates in Program Review and Outcome Assessment (PROA) activities.
- Responsible for an aggressive Research and Extension programs in practical and sustainable horticultural practices in small-scale commercial settings.
- Understand small-scale raised-bed vegetable farming.
- Experienced in mechanical agricultural practices.
- Provide leadership for research on three research centers.
- Interpret and disseminate current and relevant research findings for practical use by the public and professionals through mass media, publications, workshops/conferences, demonstration trials and other proven extension methods.
- Provide training and assistance to state agents and the public on various horticultural issues including but not limited to plant selection and identification, water conservation, plant stress mitigation.
- Maintain liaison and close working relationship with other institutions and government and private agencies.
- Work cooperatively with other extension agents in developing and implementing multi-discipline activities.
- Work closely with and provide statewide technical support to farmers and ranchers.
- Conduct applied research program within the area of horticulture for small farm application.
- Acquire extramural funding to support, develop and implement extension and research programs.
- Publish research results in peer review journals and other general scholarly activities.
- Report research and extension activities and program impacts, complete Plan of Work, AREERA report and other reports as required.
- Develop working relationships with other research institutions in the areas of horticulture and small-scale farming.
- Collects, records and analyzes data that will be disseminated to stakeholders by using an array of techniques to reach even unconventional of clientele (i.e. field demonstrations, group discussions, workshops, newsletters, brochures, flyers, posters, calendars, television and radio programs, etc.)
- Conducts workshops, training, and certification programs relevant to the needs of the community and farmers.
- Trains and supports the professional growth of team members.
- The scientist is expected to develop a work plan, which may involve a concerted effort from other government agencies, non-profit organizations, community groups, and extension and research personnel in addition to overseeing program personnel.
- As a result of his/her professional competencies, at times this individual will be charged with coordinating events, acquiring funding, evaluating established project outcome measures and supervising personnel.
- The scientist will assist and support the CREES Dean and/or his/her designee in planning and executing projects of great interest to CNMI stakeholders.
- Provides effective communication and customer service skills.
- Perform other duties as assigned.

Minimum Qualifications:

Masters degree from a U.S. Department of Education recognized accredited institution in Horticulture/Plant Sciences or a closely related discipline with one (1) year of field and diagnostic experience; Experience with Agriculture/Horticultural extension.

Preferred Qualifications:

An earned Doctorate degree from a U.S. Department of Education recognized accredited institution in Horticulture/Plant Sciences or a closely related discipline.

All post-secondary education degrees must be from a U.S. Department of Education recognized and accredited institution.

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All candidates must have a demonstrable ability to work with various College stakeholders in a respectable and collegial manner.

Knowledge, Skills, and Abilities

- Must have experience in Program Review and Outcomes Assessment.
- Evidence of positive team interactions;
- Ability to adapt successfully and communicate effectively in a multi-cultural/multi-ethnic community;
- Knowledge of research and extension work, educational programs and establishment of seed trial demonstration plots.
- Demonstrate ability to design, implement, and publish horticultural experiments.
- Ability to interpret and make practical application of current research findings and share general knowledge to the public.
- A scholarly record of research publications
- Ability to communicate effectively in English using oral, written and electronic methods;
- Must be willing to work in the field, at experiment stations, on farm or other types of trials.
- Experience and/or willingness to write, prepare and manage competitive grants to support extension and research activities.
- Contributes and promotes a positive and professional working environment and relationship with the college community and promotes a positive representation of the CREES Division and the College.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand; walk; use hands to finger, handle or feel; and reach with hands and arms.

This position requires the ability to occasionally lift office products and supplies, up to 20 lbs.

Work Environment:

The Work Environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

While performing the duties of this job, the noise level in the work environment may vary.

Conditional Requirements:

This position is classified as **Exempt** under the Fair Labor Standards Act (FLSA) and is "Not Covered": Is not eligible to receive overtime payment for each hour worked in excess of forty (40) within the given workweek.

How to Apply:

Employment application forms are available at the Human Resources Office of the College and a pdf. file can be downloaded from our website: <http://www.marianas.edu> using Adobe Acrobat. Please submit the following documents to the HR Office: Complete employment application form, detailed Resume, Authorization for Release of Prior Employment Information/Consent to Background Check, and copies of all college transcripts (all official transcripts are required upon hire). Optional: Cover Letter. *****The Employment Application must be completely filled and all required documents must be submitted by the closing date. The Human Resources Office may NOT PROCESS and may REJECT any application deemed incomplete. Reference to "See Attached Resume" will not be accepted.**

All post-secondary education degrees must be from a U.S. Department of Education recognized and accredited institution. It is our requirement that degrees be from a U.S.-accredited college or university. Foreign degrees may be accepted when accompanied with a credential evaluation report. A listing of

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authorized evaluation reports can be obtained at the National Association of Credential Evaluation Services (NACES) website at <http://www.naces.org/>

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification (I-9) document form upon hire. Police/court clearance will be required upon job offer.

NOTICE:

NMC perpetually solicits applications for **full-time faculty or part-time (adjunct faculty)** in all teaching disciplines. Qualified individuals interested in teaching (online or on-site) are encouraged to apply. All applicants must include transcripts from all post-secondary educational institutions attended, together with a resume and a completed and signed application for consideration.

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