

# Rainmaker Job Description

(A heuristic device and a Job Description for employees of University Extension. The new will be multidisciplinary, multi-college, and entrepreneurial.)

## Responsibilities and Duties

- ◆ Develop programs that bring university expertise and experience to local or statewide issues (with primary emphasis on youth, family, community, agriculture, and the environment.) These programs are characterized by:
  - having demonstrable results.
  - being potentially cumulative across the state or to a larger area.
  - usually having a multi-disciplinary focus
- ◆ Acquire resources to support the development of these programs
- ◆ Build local or statewide capacity to sustain programs through:
  - Constituent and/or partner leadership development
  - local program ownership and fiscal support
  - partnerships that share program responsibilities
- ◆ Act as positive force for developing the “new extension” through:
  - teaming with colleagues to further their program efforts
  - acting as mentor (as appropriate) for other colleagues
  - working across the University to help establish “university-wide extension”
- ◆ Extend the reach of WSU Extension by integrating distance technology into program/project delivery through:
  - computer, satellite and other emerging technologies
  - encouraging and assisting constituents become facile with technology
  - participating in e-Extension
- ◆ Manage short-term and grant funded project by:
  - developing project goals and time-lines
  - meeting funder, partner and constituent expectations
  - increasing local capacity to undertake future projects
- ◆ Contribute to local, University, state and federal recognition of WSU Cooperative Extension as an essential education and applied research resource
- ◆ Contribute to the recognition of WSU as a premier land-grant university
- ◆ Contribute to the Extension profession

### **Skills and Abilities**

- ◆ Conduct informal and formal “program opportunity assessments.” (A program opportunity is defined as the recognition, or creation, of a situation in which: constituents are willing to work toward a common goal; outcomes of importance can be accomplished; and resources for completion of the work can be obtained.)
- ◆ Program and project planning, management and evaluation skills.
  - ability to “disengage” from a project after community capacity building
- ◆ Capacity to engage diverse constituents in education programs (Dimensions of diversity include culture, age, sexual orientation, education and income.)
- ◆ Coaching and teaching abilities aimed at increasing constituent and staff leadership/management capabilities
- ◆ Flexibility in exercising both leadership and team membership roles
- ◆ Ability to work well with colleagues from other disciplines
- ◆ Ability to help non-Extension colleagues engage with the community
- ◆ Critical thinking skills
- ◆ Resource acquisition skills... i.e., grants, contracts and gift development. Ability to develop and carry-out business plans for fee generating educational activities. Ability to “close a deal.”
- ◆ Ability to use distance bridging technologies
- ◆ Excellent presentation and writing skills.

### **Attributes and Attitudes**

- ◆ Continual learner and willingness to redirect efforts as needed
- ◆ Committed to constituent and community capacity building
- ◆ Self-directed but a team player
- ◆ Willing to share the “glory and the work”
- ◆ Optimist

- ◆ Sense of humor
- ◆ “Can do” orientation, not afraid of challenges and has the ability to deal with ambitious situations
- ◆ Good ego strength but not arrogant
- ◆ Willing to “take one for the team”
- ◆ A believe that diversity is an important element in staffing and constituents served
- ◆ Pragmatist but with a sense of working towards a public good
- ◆ Commitment to the land-grant mission

### **Credentials**

- ◆ Academic degree
- ◆ Pertinent experience, or if just starting a career....”sharpness of mind, clearness of eye and eagerness to succeed”

### **Content expertise**

- ◆ Some specialization is highly desirable, but the ability to think as a “generalist” (e.g., big picture thinking is required)