Rainmaker Job Description

A unique set of skills.

The Extension Educator of the 21st century must possess a unique set of skills. Beyond the necessity of being versed in an area of expertise, he/she must be entrepreneurial, capable of working in multidisciplinary teams, able to empower constituents, competent in establishing partnerships, adept in developing relevant educational programs and be a continual learner.

As WSU Extension becomes university-wide, our Educators will have the added responsibilities of brokering new higher education programs into Washington’s communities and working in multi-disciplinary teams while assisting new colleagues to succeed in their outreach activities.

In short the Extension Educator will be a rainmaker, someone who through their skills and abilities can bring people and resources together to meet the challenges facing Washington now and in the future.

Responsibilities and Duties

♦ Develop programs that bring university expertise and experience to local or statewide issues. 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 WSU 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 to become competent with technology.
♦ Manage short-term and grant funded projects 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 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.
Rainmaker Skills and Abilities

♦ Conduct informal and formal program need/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 to work well with colleagues from other disciplines and in teams.

♦ Ability to empower people and build community capacity.

♦ 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 carryout business plans for fee generating educational activities. Ability to close a deal.

♦ Ability to use distance-bridging technologies.

♦ Excellent presentation and writing skills.

Rainmaker Attributes and Attitudes

♦ Continual learner and willingness to redirect efforts as needed.

♦ Self-directed but a team player.

♦ Willing to share the “glory and the work.”

♦ An optimist who can work with uncertainty and change.

♦ “Can do” attitude, and posses a sense of humor.

♦ Willingness to “take one for the team.”
  - Be an advocate for WSU and Extension in the community.
  - Contribute to an accurate, consistent, and positive message about Extension to funding partners, participants, and the wider community.

♦ A belief that diversity is an important element in staffing and constituents served.

♦ Commitment to the land-grant mission.

Credentials

♦ Academic degree as appropriate.

♦ Pertinent experience, or if just starting a career….“eagerness to succeed.”

Content Expertise

♦ Specialization is highly desirable, but the ability to think as a generalist (e.g., big picture thinking) is required.

If you see yourself in this job description as a Rainmaker – we want you as a part of our team. Please consider WSU Extension in your future career plans.

http://ext.wsu.edu/careers/