

Rainmaker Job Description

A unique set of skills.

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

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 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.