



## Job Description Form

Classification evaluation date: **June 2016** Current version date: **June 2016**

### **20165027, Research Officer**

#### **Position details**

Classification / Level: SCL 1-4

Award agreement: PSGOGA

Organisational unit: Biosecurity and Regulation

Physical location: South Perth

#### **Reporting relationships**

Number of positions supervised:

Supervisor:

Position number: 20030103

Position title: Research Officer

Classification / Level: SC Level 4

#### **Key work description**

This section provides a brief summary of the key functions of the position.

- Level 1: At a professional level, using independent judgement on methods of achieving specified objectives;
- Level 2: At an experienced professional level using independent judgement;
- Level 3: At a broadly recognised professional level and demonstrating considerable initiative and independent judgement, within generally directed strategic programs; or
- Level 4: At a professional level meriting national recognition and using superior initiative and judgement within a strategically important area; Undertakes research and development activities, which deliver science, innovation and good agricultural practice that improves the profitability and sustainability of the State's agricultural sector.

#### **Organisational context**

The Department of Agriculture and Food leads the economic development of the agriculture and food sector in Western Australia.

We support the success of our state's agrifood businesses through services and partnerships that help drive the growth and transformation of industries. We also safeguard our state's precious natural resources.

We are a dynamic organisation with a strong focus on innovation and collaboration. Our strategic links with businesses and government organisations in WA, Australia and overseas allow us to create value and opportunities across supply chains, including through improved markets and trade.

Our state-wide network of dedicated and talented staff work professionally and with integrity. We listen to and support our clients and partners to help deliver meaningful results to industry, government and the community.

## **Work description**

This section outlines the results and outcomes required.

### **Research**

- Initiates and carries out research to improve sustainable agricultural production by:
- Designing and conducting laboratory and/or field experiments that lead to improved production efficiency and growth, market confidence and value added products.
- Collecting tabulating, analysing and interpreting experimental data.
- Developing and maintaining an up to date knowledge and awareness of research findings, issues and trends relevant to area of expertise.
- Completing progress reports to meet project specifications.
- Conducting scientific and economic analyses to improve policies, technologies and market opportunities to identify profitable opportunities for technical change, policy and industry structural change.
- Develops research proposals and submits new initiatives to relevant funding bodies, as appropriate.
- Reviews and publishes Farmnotes and other relevant technical publications and writes press releases and reports of industry significance.
- Utilises support systems and models to assist in conducting analysis and evaluation of systems and processes.
- Publishes work in relevant scientific journals.
- Advisory and Communication
- Develops, maintains and promotes effective working relationships with stakeholders, agri-industry groups, farmers, other agricultural research and development organisations and agribusinesses, in accordance with the department's Customer Service Charter, to:
- Assist the State's agriculture, food and fibre industries to be sustainable and profitable, with a focus on export led growth.
- Enhance the international competitiveness of agricultural industries by working with them to meet the standards for safety and quality of food and fibre products.
- Expand and enhance sustainable agricultural industry development.
- Provides scientific expertise in land use planning, integrated farming system analysis and industry development.
- Actively promotes technology and systems and prepares and disseminates the results of research by mass media including reports, articles, broadcasts and field days so that findings may assist farmers, department officers and the wider scientific community.
- Promotes industry development and market intelligence through close contact with farmer groups, extension specialists, private consultants, marketing consultants and end-users.

### **General**



- Applies relevant safety procedures/guidelines and equal opportunity principles to performance of work.
- Applies the guidelines and principles of the Western Australian Public Sector Code of Ethics and the department's Code of Conduct.
- Applies risk management to all business processes.
- Provides effective operational and executive support by maintaining and reviewing the conduct of project work, effectively managing expenditure within budget, and meeting project milestones, agreed outputs and internal and external reporting requirements.
- Exercises appropriate initiative and in consultation with stakeholders assists in continuously improving processes and systems.
- Prepares estimates and submissions for research projects and supervises the expenditure of funds allocated.
- Prepares reports, summaries and general correspondence, as required.
- Supervises and directs work of personnel under control.
- Develops new projects and prepares project proposals to relevant funding bodies.
- Performs other duties as required

## **Work related requirements**

This section outlines the mix of pre-employment requirements and competencies required of an individual in this position. The following is to be read in the context of the preceding sections of this document.

- Australian citizenship or permanent resident of Australia as defined by the Commonwealth Immigration Act (if not currently held, must be acquired prior to commencement at applicants expense for permanent appointment). For appointment on a casual or fixed term basis a relevant work visa must be held (if not currently held, must be acquired prior to commencement at applicants expense) if not an Australian citizen or permanent resident of Australia.
- A degree in Agricultural Science or approved equivalent (eg. Horticultural Science, Agricultural Business Management, Natural Resource Management).
- Valid and current Western Australian C (car) class motor drivers licence, or equivalent may be required for identified positions (if not currently held, must be acquired prior to commencement at applicants expense).
- An acceptable National Police Certificate (police clearance), or equivalent may be required for identified positions (if not currently held, must be acquired prior to commencement at applicants expense).

## **CORE ESSENTIAL CRITERIA**

- Successful applicants will have a demonstrated ability to carry out scientific research and development activities relevant to the agriculture, food and fibre industries.

Note: Preference will be given to applicants with sound knowledge and demonstrated technical competence (i.e. research methodology, analysis, interpretation & recommendation) as they relate to one or more of the following areas: farming systems, land care and sustainability management, farm business analysis and agricultural research and development in relevant agricultural industries.

- We are looking for applicants who have demonstrated workplace communication skills.
- Context of criterion: This criterion is inclusive of but not restricted to oral and written communication skills; negotiation skills; presentation skills; ability to develop and maintain networks; teamwork skills; interpersonal skills; facilitation skills; and change management abilities.
- Applicants will demonstrate the ability to achieve innovation and change.
- Context of criterion: This criterion is inclusive of but not restricted to the applicants ability to apply conceptual and analytical skills using appropriate independent judgement and problem solving techniques.

Note: Consideration may be given to your alignment to the value sets and needs of the department, workgroup, customer and community.

Note: Consideration for relevant classification will be based upon work value and the level of skills, knowledge or experience demonstrated in your application for the position; ie. Level 1, 2, 3 or 4.

### **Special equipment/requirements**

Enter details if this job requires any special equipment/requirements.


N/A

### **Certification**

Enter any certification requirements.

N/A

**JDF REGISTERED:**

Signature:   
Director  
People Strategy and Operations  
Date: 20/7/16

*Ad*