

Job Description Form (JDF)

Position details

Position title:	Director Soil Ecosystem Innovation
Position number:	70250259
Classification:	Specified Calling Level 5
Physical location:	Perth Metropolitan Area
Award:	PSA 1992
Agreement:	PSCSAA 2024
Pillar:	Primary Industries Development
Directorate:	Broadacre Systems
Branch:	Soil Ecosystem Innovation

Reporting relationships

Reports to:	Executive Director, Broadacre Systems (70240317), Class 2 This position
Direct reports:	4-6

Role summary

The Director Soil Ecosystem Innovation leads, directs and manages a complex research and development portfolio aligned with state and industry priorities. Responsible for preparing high-level strategic advice on matters related to soil ecosystems to achieve desirable branch, directorate and sector level outcomes. The Director ensures the Soil Ecosystem Innovation branch prioritises delivery of high-impact research activities via a coordinated and strategic approach in collaboration with industry and research partners where appropriate. The role will drive a progressive and innovative agenda for the grains industry in Western Australia, showcasing DPIRD scientific capability and capacity as both leaders and collaborators, in but not limited to soil physical, chemical and biological science and plant nutrition research and development.

The Director provides scientific leadership and counsel to complex and geographically diverse research and development programs that underpin the advancement of Western Australia's grain industries. As a senior leader and adviser to the Executive Director

Broadacre Systems, the Director provides expert intelligence on policy, threats and opportunities, strategic planning and performance monitoring, governance and structured collaborations with internal and external partners to drive growth and impact across WA grain sector

About us

The Department of Primary Industries and Regional Development's (DPIRD) role is to ensure that primary industries and regions are key contributors to the Government's agenda for economic growth and diversification, job creation, strong communities and better places. Our goals are to:

- **Protect:** to manage and provide for sustainable use of our natural resources and soils, and to protect Western Australia's brand and reputation as a reliable producer of premium, clean and safe food, products and services.
- **Grow:** to enable the primary industries sector and regions to increase international competitiveness, grow in value and social amenity and become a key pillar of the State's economy.
- **Innovate:** to support a culture of scientific enquiry, innovation and adaptation across primary industries and regions to boost industry transformation, economic growth and employment.

Our values

Our values are critical in creating a healthy and dynamic culture that helps each and all of us to make our best contribution, to develop a workplace where we feel excited about our work and results and where other people will increasingly want to join our team. Our values underpin how we operate:

- **Working together** – We achieve better outcomes with our colleagues, stakeholders and the community by engaging with their ideas, knowledge and expertise.
- **Acting with integrity** – We foster a culture where individuals are accountable for their actions, behaviours and contributions.
- **Responding with purpose** – Our actions and reactions are intentional, well thought out and align with a specific objective or goal.
- **Embracing curiosity and creativity** – There is always space to be innovative, through curious and creative thinking.
- **Aspiring for a better future** – Our combined efforts deliver sustainable results – environmentally, socially and economically.

Key responsibilities

The key responsibilities of the role include, but are not limited to, the following:

Leadership and Stakeholder Engagement

- Oversees, coordinates and provides leadership for the branch to deliver outcomes aligned to the business requirements of the pillar and department.

- Models, promotes and demonstrates a genuine commitment to DPIRD's values and represents the department, as required.
- Strengthens the department's visibility and credibility by representing DPIRD in strategic forums, advisory panels, and cross-sector leadership initiatives.
- Promotes and actively advocates for a high performing team environment and culture to empower, motivate and develop staff, and proactively managing change.
- Establishes, maintains and effectively delivers strategic partnerships, collaborative working relationships and effective communication networks with key stakeholders and agencies (including industry, sector or other relevant peak bodies) to facilitate strengthening DPIRD profile and relevance.
- Works collaboratively across pillars to ensure industry and sector priorities and relevant DPIRD initiatives are appropriately coordinated and communicated.
- Coordinates responses to Ministerial and parliamentary requests and provides expert policy advice to support business-of-government functions.
- Is accountable for all human resource, finance, plant, equipment and apparatus including maintenance for all sites managed through the branch.
- Leads and participates in the development of emergency response capacity (e.g. people, technical expertise, equipment, procedures, etc.) for this function in a large scale or otherwise significant emergency requiring a coordinated response.
- Actively manages branch budgets ensuring programs of work are delivered on time, on budget and within scope.
- Provides values-based senior leadership, mentoring and people leadership to the Branch, focusing on building capacity and capability in priority research areas.
- Actively leads the branch in preparation for or responding to an emergency animal disease outbreak.

Corporate Responsibilities

- Participates in incident and emergency management activities commensurate with capability, capacity, training and level of experience.
- Promotes and ensures the branch maintains a proactive and compliant approach to occupational health and safety (OH&S), including physical and psychosocial safety, aligned with departmental and legislative requirements.

Role Specific Responsibilities

- Designs and implements a Soil Ecosystem Innovation Research and Development strategy to support WA farming enterprises.
- Leads and manages the Soil Ecosystem Innovation branch to deliver services aligned with government and industry priorities and requirements.
- Oversees an R&D portfolio, including leading a team of technical experts to deliver high impact research and development activities and evidence-based policy and strategic advice, based on sound scientific principles.

- Develops evaluation metrics and key performance indicators to monitor the branch progress and performance against branch, Directorate, DPIRD and government objectives and priorities.
- Maintains deep technical expertise and comprehensive understanding of national and global soil ecosystem research to drive innovation, guide impactful investment and prioritisation of branch resources.
- Assesses the viability and value of proposed R&D projects and, in collaboration with branch and Directorate leadership and through engagement with industry and science networks, prioritises research investment in alignment with DPIRD’s Strategic Intent.
- Identifies and inputs into direction, delivery and evaluation of multidisciplinary R&D initiatives supporting WA’s broadacre sector growth and sustainability.
- Maintains awareness of farm business responses to evolving market, consumer and supply chain dynamics.
- Builds and maintains strategic relationships with industry, government, and research organisations to identify aligned priorities and opportunities for collaboration to drive industry outcomes.
- Prioritises responses to Ministerial and parliamentary requests, including briefing notes and community inquiries.
- Provides strategic advice to the Executive Director Broadacre Systems, the Deputy Director General Primary Industries Development, and other senior staff on current and emerging issues impacting the soil ecosystem.
- Other duties as required.

Work related requirements

The Public Sector Commission’s Leadership Expectations provides a common understanding of the mindsets and expected behaviours required of all public sector employees. Everyone leads in a context, and the leadership context for this role is **Leading Leaders**. The ability to demonstrate and apply the below expected requirements and behaviours will be assessed in the context of this role.

Essential criteria

<p>Role specific requirements</p>	<ol style="list-style-type: none"> 1. Significant leadership experience across a geographically diverse team. 2. Substantial experience working in research in a relevant industry.
<p>Lead collectively Seek and build key relationships, work together and focus on the greater good.</p>	<ul style="list-style-type: none"> • You can translate and communicate the agency’s objectives into strategic projects and key performance areas for your leadership teams.
<p>Think through complexity Think critically, work with ambiguity and uncertainty, assess solutions and impacts, and take calculated risks to solve problems and enhance effectiveness.</p>	<ul style="list-style-type: none"> • You apply your knowledge and expertise to understand problems from parallel perspectives, so you identify fit for purpose solutions.

<p>Dynamically sense the environment Be in tune with the political, social and environmental trends that impact the work; understand and recognise the needs of others and leverage relationships for desired outcomes.</p>	<ul style="list-style-type: none"> You directly resolve conflict and approach crucial conversations with thoughtfulness, diplomacy and confidence.
<p>Deliver on high leverage areas Identify priorities, pursue objectives with tenacity and display resilience in the face of challenges.</p>	<ul style="list-style-type: none"> You drive excellent performance in your teams, setting clear role and performance expectations and ensuring a shared understanding.
<p>Build capability Proactively develop others; share learning to promote efficiency and effectiveness; and champion diversity and inclusion.</p>	<ul style="list-style-type: none"> You understand your role in creating a healthy culture in your business area and contributing to a productive culture in your agency.
<p>Embody the spirit of public service Display empathy, compassion, humility and integrity in all interactions and a genuine passion for the work; Demonstrate a responsibility to Western Australians; work in the interest of the public good.</p>	<ul style="list-style-type: none"> You deliver outstanding results while maintaining an ethical and professional reputation for yourself and your agency.
<p>Lead adaptively. Continuously seek to understand personal strengths and areas for improvement, be adaptive to change and adjust leadership style in different contexts.</p>	<ul style="list-style-type: none"> You understand the impact of your personal style on those you lead and interact with, deliberately adapting your approach to achieve desired outcomes.

Desirable criteria

1. Postgraduate research qualification in a relevant field.
2. Experience in or qualifications in project management.

Special requirements/equipment

- Bachelor degree in Agriculture Science or approved equivalent.
- An acceptable National Police Certificate (police clearance) is required (if not currently held, must be acquired prior to commencement at applicant's expense).
- Current Western Australian C or C-A class driver's licence or equivalent.
- The contract of employment specifies terms and conditions relating to this position.
- Occasional travel to and from metropolitan and regional offices may be required.
- DPIRD is an Emergency Management Agency and all employees may be required to work or travel during, or outside of, normal business hours to assist with incidents and emergencies.

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and requirements of this position.

Delegated authority

Position title: Deputy Director General

Endorsement Date: 21 January 2025