

# Job Description Form (JDF)

## Position details

Position title:	Senior Research Scientist (Agriculture)
Position number:	70190442
Classification:	Specified Callings Level 3
Physical location:	Northam
Award:	PSA 1992
Agreement:	PSCSAA 2024
Pillar:	Primary Industries Development
Directorate:	Broadacre Systems
Branch:	Soil Ecosystems Innovation

## Reporting relationships

Reports to: Director Soil Ecosystems, Specified Calling Level 5

### **This position**

Direct reports: 3

## Role summary

This role is responsible for leading and managing the Department's crop nutrition research. Under limited direction and demonstrating considerable initiative and independent judgement, conducts scientific research and investigational work into crop nutrition within West Australian cropping systems, including understanding and improving nutrient use efficiency and considerations of soil constraint amelioration and climate change as they relate to crop nutrition. Develops new and innovative research for a range of complex crop nutrition problems.

Works collaboratively with industry and scientific peers, and extends and communicates research outputs effectively to stakeholders. Achieves recognition for professional contribution to crop nutrition research within government, industry or university sectors. Contributes to the economic development of the agri-food industry with a focus on export led growth and/or protection of the resource base. The work generally impacts at the agri-food industry sector level or equivalent.

Contributes to the strategic direction and long-term development of crop nutrition research in Western Australia.

## About us

Our department (DPIRD) leads sustainable development of WA's regions and agriculture, aquaculture, food and fisheries sectors. Our Ministerial portfolios are Agriculture and Food, Fisheries and Regional Development.

We **unlock and guide economic opportunities** for these sectors and regions, balanced with the **stewardship of our land and aquatic resources**.

In everything we do we take the approach of:

- **Protect** through stewardship of our people, land and aquatic resources.
- **Grow** our primary industries and regions through balancing social, economic and environmental drivers.
- **Innovate** through a culture of inquiry and adaptation.

We draw on our grow, protect, innovate approach to deliver priorities under three outcome areas:

1. Management and stewardship of WA's land and aquatic resources.
2. Capable and empowered communities.
3. Dynamic regions and primary industries.

## 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:

### Research

- Initiates and carries out research to improve sustainable agricultural production.
- Initiates the design and conduct of laboratory and/or field experiments.
- Collects, tabulates, analyses and interprets experimental data.
- Coordinates and conducts economic analysis to improve policies, technologies and market opportunities, and to identify profitable opportunities for technical change and industry structural change.
- Develops and maintains up-to-date knowledge and awareness of research, findings, issues and trends relevant to area of expertise.
- Completes progress reports to meet project specifications.
- Reviews and publishes relevant scientific publications.
- Prepares press releases and writes reports of industry significance.
- Publishes work in relevant scientific journals attracting state-wide, departmental or industry sector acclaim.
- Additional specialised capabilities may be required depending on requirements of specific roles.

### Advisory and Communication

- Promotes effective working relationships with stakeholders, agri-industry groups, farmers, other agricultural research and development organisations and agribusinesses.
- Enhances the international competitiveness of agricultural industries by working across the supply chain to meet the standards for safety and quality of food and fibre products.
- Provides scientific expertise in land use planning, integrated farming system analysis and industry development as required.
- 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.
- Coordinates monitoring and reporting of policy, market, technological and organisational changes affecting the profitability of agricultural industries.
- Coordinates the development and application of economic and farm business management methodologies to assist senior officers in project planning.
- Coordinates the promotion of industry development and market intelligence through close contact with farmer groups, extension specialists, private consultants, marketers and end users.
- Develops new initiatives and prepares project proposals to relevant funding bodies, as appropriate.
- Develops and utilises decision support systems and models to assist in conducting analysis and evaluation of systems and processes.

## General

- Provides project reporting for internal and external stakeholders.
- Prepares and maintains budgets and manages expenditure.
- Supervises technical and support staff as required.
- Cooperates and collaborates with staff from other organisations.
- Major contributor to section/project planning processes.
- Carries out duties under relevant State and Commonwealth Acts.
- Applies risk management to all business processes.
- Undertakes emergency response duties as required.
- Other duties as required.

In the context of the role:

### Essential criteria

#### Role specific

1. Demonstrated experience in scientific research and demonstrated knowledge of agri-food industry sustainable production systems with specialist knowledge of crop nutrition.

#### Core capabilities

2. *Build effective relationships:* Highly-developed verbal, written and interpersonal communication skills, including the ability to confidently liaise, collaborate with and communicate pertinent industry information to; departmental staff and industry participants and practitioners.
3. *Challenge for innovation:* Well-developed abilities to establish clear plans and timeframes, evaluate performance, identify the need for change, determine action and see tasks and projects through to completion.
4. *Think strategically:* Well-developed, conceptual and analytical skills including the ability to provide innovative solutions to complex and challenging issues and problems.
5. *Deliver in a changing environment:* Well-developed project, time management and organisational skills including the ability to effectively contribute to the management of change.
6. *Lead and empower others:* Ability to lead teams and proven ability to work collaboratively in a team environment contributing to the achievement of departmental level outcomes.

## **Desirable criteria**

1. Possession of, or progress towards a relevant postgraduate qualification.

## **Special requirements/equipment**

- Bachelor degree in Agricultural Science, Science or an approved equivalent.
- A current and valid Western Australian "C" class (car) drivers' license or equivalent is required (if not currently held must be acquired prior to commencement at applicant's expense).
- An acceptable National Police Certificate (police clearance) is required (if not currently held, must be acquired prior to commencement at applicant's expense)
- 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.
- The contract of employment specifies terms and conditions relating to this position.

## **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, Primary Industries Development

Endorsement Date: 17 January 2023