

Job Description Form (JDF)

Position details

Position title:	Principal Research Scientist (Agriculture)
Position number:	70190442
Classification:	Specified Callings Level 4
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 superior initiative and independent judgement, leads and conducts advanced 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. Initiates and develops new and innovative research techniques 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 nationally for professional contribution to crop nutrition research within government, industry or university sectors. Achieves results that contribute to the economic development of the agri-food industry with a focus on export led growth and/or protection of the resource base. Provides strategic

leadership with a long-term vision for the advancement 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

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

Advisory and Communication

- Builds and 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 industry sectors and the supply chain to meet the standards for safety and quality of food and fibre products.
- Provides expert scientific advice in land use planning, integrated farming system analysis and industry development as required.
- Leads the promotion of 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.
- Leads monitoring and reporting of policy, market and technological and organisational changes affecting the profitability of agricultural industries.
- Leads the development and application of economic and farm business management methodologies to project planning.
- Leads the promotion of industry development and market intelligence through close contact with farmer groups, extension specialists, private consultants, marketers and end users.
- Leads the development of new initiatives and prepares project proposals to relevant funding bodies, as appropriate.

- Initiates and oversees the development and utilisation of decision support systems and models to assist in conducting analysis and evaluation of systems and processes.
- Guides and develops staff on research and extension matters.
- Assists staff with liaison with industry and community as required.

General

- Leads interagency collaboration at a state level.
- Leads project reporting for internal and external stakeholders.
- Leads the preparation and maintenance of budgeting processes and management of expenditure.
- Supervises technical and support staff as required.
- Cooperates and collaborates with staff from other organisations.
- Leads 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. Substantial experience in scientific research and specialised knowledge of agri-food industry sustainable production systems with specialist knowledge of crop nutrition.

Core capabilities

2. *Build effective relationships*: Highly-developed interpersonal, presentation and negotiation skills, including the ability to confidently liaise, across the public and private sectors, building and sustaining productive working relationships with a diverse range of stakeholders; facilitating collaborative partnerships.
3. *Challenge for innovation*: Highly-developed ability to think creatively and laterally anticipating opportunities and risks to provide high quality, future focussed results.
4. *Think strategically*: Highly-developed conceptual and analytical skills including the ability to provide innovative solutions to complex and challenging issues and problems in order to meet organisational objectives.
5. *Deliver in a changing environment*: Highly-developed organisational skills with the ability to manage competing deadlines, drive continuous improvements and effectively manage change.

6. *Lead and empower others*: Highly-developed leadership and management skills with the ability to negotiate with, motivate and influence people. Highly-developed organisational skills with the ability to manage competing deadlines, drive continuous improvements and effectively manage change.

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: 28 August 2019