



Job Description Form (JDF)

Position details

Position title: Manager (Regional Intelligence and Adoption)
Position number: 70190509 / 70190511 / 70190514 / 70190517
Classification: Specified Callings Level 4
Physical location: Various
Award: PSA 1992
Agreement: PSCSAA 2019
Pillar: Primary Industries Development
Directorate: Farming System Innovation
Branch: Regional Intelligence and Adoption

Reporting relationships

Reports to: Director (Farming Systems Innovation) (70190503), Specified Callings Level 5

This position

Direct reports: TBD

Role summary

Manages industry innovation and farming systems research initiatives to support the economic development of the Grains and Livestock industries in drylands regions of Western Australia. This requires ongoing relationship building at senior levels with industry bodies, funding organisations, regional stakeholders and government across Australia. Provides oversight for staff safety, health and wellbeing at the relevant regional office in line with corporate policies.

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:

- We value **relationships** - Our relationships with our clients, colleagues and stakeholders are at the heart of everything we do
- We are **resilient** - We recover from setbacks, embracing and adapting to change because we have a clear focus on the big picture and long term impact
- We are **responsive** - We understand the needs of our clients, colleagues and stakeholders and add value by tailoring our solutions accordingly
- We focus on **results** - We strive to develop and provide excellent services that delivers meaningful results to the community we serve.

Key responsibilities

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

Research and Development

- Provides leadership to the scientific programs of farming systems research and industry innovation to support the economic development of the Grains and Livestock industries in the dryland regions of Western Australia.
- Supports the Director of Farming Systems Innovation through consultation with industry to identify goals, and assess suitability of new or existing science and technology to achieve them.
- Advises and consults on policy and significant industry and scientific matters relating to dryland farming systems research and development.
- Leads monitoring and reporting of policy, market, technological and organisational changes affecting the profitability and sustainability of agricultural industries.
- Manages regional intelligence and technology adoption processes.
- Supports adoption approaches that integrate and balance enterprise productivity and profitability needs with export market, natural resource management and biosecurity objectives.

- Supports Agribusiness Food & Trade directorate to respond to growth opportunities and risks for agribusinesses, food processing and trade.
- Collaborates with Fisheries & Agriculture Resource Management and Biosecurity directorates to optimise agri-food Sector grow and protect outcomes. Plans and responsible for research programs and scientific research related to technology adoption and dryland farming systems RD&E.
- Maintains awareness of farm business responses to evolving consumer signals, market access, supply chain and financial settings.
- Maintains technical expertise with deep industry knowledge for WA's major agri-food industries and commodities. This includes the application of new technology (products and systems) at whole of industry level from technology provider to paddock to primary processor.
- Understands and monitors change in client and farm business segmentation across the Grains and Livestock industries, and regions of Western Australia.
- Prepares investment business cases, relevant technical publications, press releases, briefing notes and strategies and plans to build capacity and achieve agreed outcomes.
- Leads the development of new initiatives and prepares research and development proposals to relevant funding bodies as required.

Stakeholder Engagement

- Develops and maintains strong relationships with key DPIRD and external research personnel supporting the economic development of farming systems and farm business innovation, and offers assistance for mutually beneficial relationships.
- Ensures DPIRD extension messages and research outputs are tailored to the needs of regional farm businesses and their service providers (e.g. grower groups, Grower Group Alliance, independent consultants and agronomists).
- Builds effective relationships to plug into commercial information delivery channels.
- Works with and develops sound relationships across DPIRD, including Regional Development Commissions, to create joint knowledge of issues and expertise available within the regions.
- Represents the department as required and hosts visiting delegations and official visitors (e.g. politicians) into the regional area.

Leadership and management

- Supports the Regional Leadership team to identify and implement effective risk management strategies within the region.
- Provides leadership at the relevant district office to deliver outcomes aligned to the business requirements of the Department.
- Promotes and actively advocates for a high performing work environment and culture to empower, motivate and develop staff.
- Provides strategic advice of facility, resources, and assets at officer's local district office.
- Ensures occupational safety and health processes are being adhered to in the relevant district office and chairs quarterly OHS meetings, where required.

- Provide frontline situational awareness of the range of seasonal issues and emergencies such as drought, flood, frost, fire, biosecurity outbreaks, animal welfare incidents, supply chain disruption and local community and social license concerns.
- 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.
- Undertakes the role of first responder and/or undertakes emergency management functions to support DPIRD incident response demands as and when required.
- Other duties as required.

Work related requirements

In the context of the role:

Essential criteria

Role specific

1. Substantial experience and specialised knowledge of an agri-food industry sustainable production system relevant to an industry sector, and proven practices of extension and industry development.

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.

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.
- 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

Endorsed by: Niegel Grazia

Position title: Deputy Director General, Industry and Economic Development

Endorsement Date: 3 September 2019