



## Job Description Form (JDF)

### Position details

Position title:	Senior Research Scientist (Agriculture)
Position number:	Generic
Classification:	Specified Callings Level 4
Physical location:	Various
Award:	PSA 1992
Agreement:	PSCSAA 2021
Pillar:	Primary Industry Development
Directorate:	Grains
Branch:	Crop Science & Grain Production

### Reporting relationships

Reports to: Various

#### **This position**

Direct reports: Various

### Role summary

Under limited direction and demonstrating superior initiative and independent judgement, conducts scientific research and investigational work. Extends and communicates research outputs to industry and scientific peers. Achieved recognition nationally for professional contribution to a major agri-food industry or across government. 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 level or equivalent. Delivers scientific extension work.

### 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

- 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.

### **Work related requirements**

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.

### **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.
- 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: Kerry Regan  
Position title: Director, Grains  
Endorsement Date: 17 March 2022