



## o Job Description Form (JDF)

### Position details

|                    |                                  |
|--------------------|----------------------------------|
| Position title:    | Research Scientist (Agriculture) |
| Position number:   | Generic                          |
| Classification:    | Specified Callings Level 3       |
| 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: Nil

### Role summary

Under limited direction and demonstrating considerable initiative and independent judgement, conducts scientific research and investigational work. 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. 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

- 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.

## **Work related requirements**

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.

## **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.
- An acceptable National Police Certificate (police clearance) is required. If not currently held, must be acquired prior to commencement at applicant's expense.
- 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).
- 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