



Job Description Form (JDF)

Position details

Position title:	Research Scientist (Agriculture)
Position number:	Generic
Classification:	Specified Calling Level 1
Physical location:	Various
Award:	PSA 1992
Agreement:	PSCSAA 2021
Pillar:	Sustainability and Biosecurity
Directorate:	Fisheries and Agriculture Resource Management
Branch:	Agriculture Resource Management and Assessment
Section:	Various

Reporting relationships

Reports to: (The Position), Level

This position

Direct reports:

Role summary

Under the immediate guidance of senior staff, carries out assigned scientific research activities and investigational work. Contributes to sustainability and the economic development of the agri-food industry with a focus on export led growth and maintaining a sustainable and productive agricultural system. The work generally impacts at the enterprise level or equivalent. Participates in 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:

Work related requirements

In the context of the role:

Research

- Assists with research to improve sustainable agricultural production.
- Assists with designing and conducting laboratory and/or field experiments.
- Under supervision, collects, tabulates, analyses and interprets experimental data.
- Assists with science for the understanding of sustainable management of land systems to improve policies, technologies and market opportunities to identify profitable opportunities for technical, policy and industry structural change.
- Maintains an up to date knowledge and awareness of research, findings, issues and trends relevant to area of expertise.
- Under guidance, completes progress and final reports to meet project specifications.
- Reviews and publishes relevant scientific publications, drafts press releases and writes reports of industry significance.

Advisory and Communication

- Supports industry development with grower groups, other agencies, extension specialists and industry consultants
- Assists in enhancing the international competitiveness of agricultural industries by impacting individual enterprises to meet the standards for safety, sustainability and quality of food and fibre products.
- Maintains effective working relationships with stakeholders, agri industry groups, farmers, other agricultural research and development organisations and agribusinesses.
- Assists in enhancing the international competitiveness of agricultural industries by impacting individual enterprises to meet the standards for safety, sustainability and quality of food and fibre products.
- Applies scientific knowledge in planning and integrated farming system analysis as required.
- Under guidance, promotes technology and systems and prepares publications and promotes and reviews information derived from evidence-based science to promote sustainable industry development.
- Assists with the monitoring and development of policy affecting the profitability of agricultural industries.
- Assists with the monitoring and reporting of market, technological and organisational changes affecting the profitability of agricultural industries.
- Assists in the development and application of economic and farm business management methodologies to assist senior officers in project planning,
- Supports industry development and market intelligence through close contact with farmer groups, extension specialists, private consultants, marketers and end users.
- Assists in developing new initiatives and prepares project proposals to relevant funding bodies, as appropriate.
- Applies decision support systems and models to assist in conducting analysis and evaluation of systems and processes.

Regulatory

- Under supervision assist in regulatory and compliance activities.
- Under supervision assists with monitoring sustainability indicators.
- Assists with the reporting of sustainability indicators

General

- Participates in the development and planning of projects and programs.
 - Cooperates and collaborates with staff from other organisations.
 - Contributes to the preparation of project reports. Reports on own activities as required and general correspondence.
 - Maintains budgeting processes as directed and assists with managing expenditure.
 - Supervises technical and support staff as required.
 - Participates in section/project planning processes.
 - Carries out duties under relevant State and Commonwealth legislation.
 - Assists with the provision of advice to individuals, organisations and industry on behalf of the Department.
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- Applies risk management to all business processes.
 - Undertakes emergency response duties as required.
 - Other duties as required

Essential criteria

Role specific

1. Knowledge of agri-food industry sustainable production systems and basic principles of scientific research.

Core capabilities

2. *Build effective relationships:* Well-developed written and verbal communication and interpersonal skills, including the ability to relate to people from a wide and varied range of backgrounds, both internal and external to the organisation.
3. *Challenge for innovation:* Ability to develop practical and innovative solutions to problems.
4. *Think strategically:* Ability to contribute to the development of plans and projects and able to use initiative to deliver improvements to outputs/outcomes.
5. *Deliver in a changing environment:* Able to apply good conceptual, analytical and problem solving skills to resolve identified issues
6. *Lead and empower others:* Ability to organise and prioritise work and complete tasks within deadlines as priorities change.

Desirable criteria

1. Honours Degree in Agricultural Science, Science or an approved equivalent.

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).
- Undertakes fieldwork away from the base location, as required.
- Works outside normal hours to complete, as 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: Heather Brayford

Position title: Deputy Director General, Sustainability and Biosecurity

Endorsement Date: 12 August 2022