

Job Description Form (JDF)

Position details

Position title: Principal Research Scientist (Agriculture)
Position number: 70200163
Classification: Specified Calling Level 4
Physical location: Perth Metropolitan Area
Award: PSA 1992
Agreement: PSCSAA 2024
Pillar: Fisheries and Sustainability
Directorate: Soil and Land Commissioner
Branch: Agriculture Resource Management and Assessment

Reporting relationships

Reports to: Director Agriculture Resource Management & Assessment
(70191069),
Specified Calling Level 5

This position

Direct reports: 7

Role summary

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

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 designing and conducting laboratory and/or field experiments.

- Collects, tabulates, analyses and interprets experimental data.
- Leads and conducts 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.
- Manages 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 and final reports to meet project specifications.
- Reviews and publishes relevant scientific publications, prepares press releases and, writes reports of industry significance.

Advisory and Communication

- Builds and promotes effective working relationships and industry development with grower groups, other agencies, extension specialists and industry consultants
- Enhances the international competitiveness of agricultural industries by working across sectors and the supply to meet the standards for safety, sustainability and quality of food and fibre products.
- Provides expert scientific advice in planning, integrated farming system analysis and industry development as required.
- Leads the development, publication, promotion and review of information derived from evidence-based science, to promote sustainable industry development
- Leads the monitoring and development of policy affecting the profitability of agricultural industries.
- Leads monitoring and reporting of market, technological and organisational changes affecting the profitability of agricultural industries.
- Leads the development and application of economic and farm business management methodologies to assist senior officers in 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.

Regulatory

- Under limited direction and demonstrating superior initiative and independent judgement, undertakes regulatory and compliance activities.
- Reports on sustainability indicators at State level.

General

- Leads and supervises teams undertaking projects, programs and strategies.
- Leads the development and planning of projects and programs.

- Leads interagency collaboration at a State level and cooperates with staff from other organisations.
- Leads project reporting.
- Leads the preparation and maintenance of budgeting processes as required and management of expenditure.
- Supervises technical and support staff as required.
- Leads the section/project planning processes.
- Carries out duties under relevant State and Commonwealth legislation.
- Provides professional advice to, and point of reference for, individuals, organisations, industry and government on behalf of the Department.
- Applies risk management to all business processes.
- Leads and participates in the development of emergency response capacity (e.g. people, system, infrastructure, etc.) for this function in a large scale emergency requiring a coordinated response.
- Participates in incident and emergency management activities commensurate with capability, capacity, training and level of experience.
- 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.
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 demonstrated 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" or "C-A" class (car) drivers' licence 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 for extensive periods of time and works outside normal hours to complete, as required.
- An acceptable National Police Certificate (police clearance) is required (if not currently held, must be acquired prior to commencement at applicant's expense).
- The contract of employment specifies terms and conditions relating to this position.
- 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.

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, Sustainability and Biosecurity

Endorsement Date: 26 July 2024