



MSF Sugar

Crop Production Manager

The Crop Production Manager will be located at one of our farm sites situated near Mareeba, Innisfail or Maryborough, QLD and will lead a team of 3 agronomists forming the crop agronomy service. This position along with the agronomy team will drive excellence in crop management through timely advice and ongoing improvement initiatives for the 3 farm businesses covering 9,700ha.

In this role you will be an integral part of the management leadership team. You will be

- Applying new and existing technology to understand production constraints
- Developing crop management programs to drive improved production outcomes
- Working directly with the operations teams to plan, implement and monitor activities
- Developing your team to deliver consistent standards across the 3 farm businesses
- Combining hands-on field work with planning, coaching and researching activities
- Working with sugarcane and a diverse range of other crops in a range of production environments
- Provided international opportunities to apply your skills and experience throughout the Mitr Phol group operations

As the successful candidate you will:

- Be tertiary qualified in Chemistry, Agricultural Science or Physical Sciences
- Have extensive experience in agronomy and crop production management
- Have a proven track record engaging, challenging, developing and leading teams
- Have a sound business and finance sense with experience in physical and financial planning, budgeting and forecasting
- Have a keen interest and ability in spacial agronomy applications such as GIS, remote sensing and other precision farming applications
- Enjoy project management and have a proven track record
- Be committed to a safety focused workplace and fluent in safe work practices

We offer a supportive and positive team environment and an attractive remuneration package, commensurate with skills and experience. This is an exciting opportunity to be part of a major player in Australian agribusiness.

The position description and information on how to apply are available on our website at www.msfsugar.com.au under the careers tab.

Applications close Friday **22nd December 2017**



**POSITION DESCRIPTION
MSF SUGAR**

POSITION TITLE:	Crop Production Manager - Agronomy
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POSITION AUTHORISATION:

INCUMBENT:	 (Signature) (Date)
PREPARED BY:	General Manager - Agriculture (Signature) (Date)
APPROVED BY:	CEO (Signature) (Date)

POSITION DEMOGRAPHICS:

Business Group/Division	Agriculture
Reports Directly to:	General Manager - Agriculture
Reports Indirectly to :	Operations Manager
Subordinates :	Production Agronomist
Work Site:	MSF Farms Sites
Job Status:	Permanent Full Time
Hours in Attendance:	38 Hour week, reasonable overtime as required
Essential Qualifications / Experience:	<ul style="list-style-type: none"> Tertiary qualifications in Chemistry, Agricultural Science or Physical Sciences and extensive experience in agronomy and crop production management. Facilitation, negotiation, liaison and networking skills. Sound budgeting and budget forecasting skills. Advanced written and oral presentation skills. Advanced computer (Microsoft Office) skills. Well-developed teamwork, organisational and time management skills. Project management experience including the development of funding proposals.

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POSITION PURPOSE:

The Crop Production Manager – Forms part of the management team and is responsible for the delivery of Agronomy services to farm operations. Is responsible for delivering excellence in crop production activities and increasing farm efficiency by improving the crop technology available to the company, this being achieved through research into, and development of current and new equipment, techniques and processes. To monitor, analyse and report on farm performance and to maximise returns to the company by ensuring production activities are carried out in the most efficient and cost effective and cost effective manner.

AUTHORITY TO ACT

Budget: Develop and manage departmental budgets.

Purchasing: Authority to approve orders and sign departmental invoices up to a value of \$30,000.

Finance/Administration: Authority to review accounts and contracts and authorise final documentation.

Correspondence: Authority to review licences, permits, leases etc. and to liaise with relevant authorities.

Employee Relations: Authorise time sheets, approve leave applications, implement disciplinary procedures, employee training, hire employees (within budget).

KEY RELATIONSHIPS (Internal & External)

Membership and support of the management team to ensure that the overall objective of the business is maintained. The Crop Production Manager liaises with the Operations Manager and Work Execution staff to ensure that the activities and objectives of the 3 farm business units are achieved. Additional relationships need to be established with:

- Finance and Administration Team
- Administration Office / HR and Payroll
- Safety Officer
- Network of Agronomists
- SRA and other expert researchers
- Key suppliers and contractors
- Other cane growers

KEY RESULT AREAS:

Areas	Elements
Safety, Health and the Environment	<ul style="list-style-type: none"> • Must work in compliance with the Safety Responsibilities as outlined in the Company’s Workplace Health and safety manual, and assist with the safety of employees in order to eliminate

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Production	<ul style="list-style-type: none"> accidents. • Wear appropriate personal protective equipment • To lead and demonstrate safety improvement initiatives • Management of Farm Agronomy team activities in relation to the following: <ul style="list-style-type: none"> ➢ Soil surveyings, data collection and improvement planning ➢ Crop Nutrient management planning ➢ Development and monitor business unit budgets. ➢ Management of workplace health and safety, and environmentally relevant activities within each farm business unit; ➢ Development and co-ordination of training and professional development for department staff and employees.
Environment	<ul style="list-style-type: none"> • Conduct periodic reviews and audits to establish that statutory requirements and accreditations are met. • Ensure that environmental protection equipment is functioning correctly through the development of relevant procedures. • Advise company personnel in relation to environmental issues. • Planning in relation to environmental issues. • Preparation of documentation, development and maintenance of the Environmental Management System. • Development of training for the workforce regarding environmental issues and requirements. • Preparation of information and documentation relating to licencing and other statutory requirements with environmental issues. • Liaison with officers of relevant government bodies in relation to environmental issues. • Ensure testing regimes required for compliance with the company's environmental responsibilities are undertaken, and appropriate records are kept.
Research and Development	<ul style="list-style-type: none"> • Promote research and development activities to ensure that the company is competitive in all aspects of crop production. • Research into and development of new technologies and processes. • Facilitate fundamental research into sugar sugarcane farming operations with a view to increasing the efficiency of present equipment and technology. • Development of equipment, processes and procedures to improve farm efficiency. • Supply of technical information and logistical assistance to company personnel undertaking research and development activities. • Preparation of documentation concerning research and

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HR / People	<p>development projects for taxation and other statutory requirements.</p> <ul style="list-style-type: none"> Monitoring of relevant publications to ensure that the company is aware of current developments in technology. Complete performance appraisals for Agronomy staff. Training and skills development for operational/agronomy personnel addressed. Support Operations Manager in creating and safe and satisfying workplace. Guidance and discipline processes used to change unacceptable behaviour. Ensure team members adherence to site policies and procedures and define the standard of behaviour by which personnel follow consistent to site standards.
Farm Performance	<ul style="list-style-type: none"> Establish and implement farm performance and efficiency standards. Benchmark farm targets across the group and broaden industry.

SKILL REQUIREMENT

Skill Category	Skills
Enabling Skills	<ul style="list-style-type: none"> Keyboard skills Advanced computer (Microsoft Office, GIS) skills Report writing (advanced) Ability to analyse and interpret complex data sets.
Essential Skills	<ul style="list-style-type: none"> Sound ability to lead, direct, manage, and train other staff and employees. Problem solving - investigation, analysis and decisiveness Performance monitoring Compliance with legislation - policies and procedures Planning – prioritising Report writing
Desirable Skills	<ul style="list-style-type: none"> Ability to enlist co-operation Self-organised Handle conflict

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	<ul style="list-style-type: none"> • Reliability • Administration

GENERAL:

This document outlines the unique characteristics of this position as a guide to role, scope and responsibilities of the position incumbent.

In addition to these responsibilities the incumbent is an employee of MSF Sugar and as such is accountable to the code of employee behaviour defined by the organisation’s policies and procedures.

Furthermore the incumbent’s role is not limited to the areas defined but subject to the organisation’s needs, may be varied from time to time consistent with the incumbent’s training and skills.

Finally, this document, in defining the role scope and responsibilities of the position, serves primarily to make clear to the incumbent the areas of organisation activity for which the incumbent has sole or team member responsibility. Standards within which tasks are to be performed, performance is measured and targets are set for improvement will be covered under performance review and continuous improvement processes.

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