



**MSF Sugar**  
**Land and Water Manager**

Applications are invited for the newly created position of Land and Water Manager to be located in the Far North Queensland region based at either our South Johnstone or Tableland sites and servicing the company's land and water portfolio and interests in Maryborough, South Johnstone and Tablelands.

The Land & Water Manager is responsible for the management and development of the company's portfolio of land and water assets to meet corporate strategic objectives. This position will drive improvement to farm business performance by improving the quality of the portfolio available for sugarcane production.

In this role you will work autonomously whilst becoming an integral member of the Agriculture Leadership team. You will be

- Seeking opportunities to improve company value through acquisition and divestment
- Working with a diverse range of people internally and externally to understand where value can be created and seek out opportunities
- Developing and executing business cases for acquisition and development of land and water development projects
- Working in a diverse range of production environments (sub-tropics, wet tropics, dry tropics)

It is essential that the successful applicant will have:

- Tertiary qualifications in Business or Finance and / or extensive experience in the Agricultural real-estate industry
- Strong business acumen, budgeting and forecasting skills
- Project management experience including the development of funding proposals
- Facilitation, negotiation, liaison and networking skills (particularly with respect to government agencies)
- Thorough understanding of the compliance requirements and regulations relevant to land and water ownership, development and transactions
- Competency in MS Office, Project Management and GIS programs

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](http://www.msfsugar.com.au) under the careers tab.

For further discussion contact Trevor Crook on 0400 211665

Applications to [careers@msfsugar.com.au](mailto:careers@msfsugar.com.au) by **22nd December 2017**.



**POSITION DESCRIPTION  
MSF SUGAR**

|                        |                                 |
|------------------------|---------------------------------|
| <b>POSITION TITLE:</b> | <b>Land &amp; Water Manager</b> |
|------------------------|---------------------------------|

**POSITION AUTHORISATION:**

|                     |                                  |                      |                 |
|---------------------|----------------------------------|----------------------|-----------------|
| <b>INCUMBENT:</b>   |                                  | .....<br>(Signature) | .....<br>(Date) |
| <b>PREPARED BY:</b> | General Manager -<br>Agriculture | .....<br>(Signature) | .....<br>(Date) |
| <b>APPROVED BY:</b> | CEO                              | .....<br>(Signature) | .....<br>(Date) |

**POSITION DEMOGRAPHICS:**

|                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|-----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Business Group/Division</b>                | Agriculture                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Reports Directly to:</b>                   | General Manager - Agriculture                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Reports Indirectly to :</b>                | General Manager – Maryborough,<br>General Manager – Business Development                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Subordinates :</b>                         | Nil                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Indirect Subordinates :</b>                | Property Administrator                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Work Site:</b>                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Job Status:</b>                            | Permanent Full Time                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Hours in Attendance:</b>                   | 38 Hour week, reasonable overtime as required                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Essential Qualifications / Experience:</b> | <ul style="list-style-type: none"> <li>Tertiary qualifications in Business or Finance and / or extensive experience in the management of land and water assets</li> <li>Strong business acumen</li> <li>Project management experience including the development of funding proposals</li> <li>Facilitation, negotiation, liaison and networking skills (particularly with respect to government agencies)</li> <li>Sound budgeting and budget forecasting skills</li> <li>Advanced written and oral presentation skills</li> <li>Advanced computer (Microsoft Office and GIS) skills</li> <li>Well-developed teamwork, organisational and time management skills</li> </ul> |

|                              |                     |                   |                         |                       |                 |             |
|------------------------------|---------------------|-------------------|-------------------------|-----------------------|-----------------|-------------|
| Prepared By:<br>Trevor Crook | Date:<br>05 Sept 17 | Document Number:  | Electronic File & Path: |                       |                 |             |
| Approved By:<br>CEO          | Date:               | Date Implemented: | Review Date:            | Date of initial copy: | Update Version: | Page 1 of 4 |



**POSITION DESCRIPTION  
MSF SUGAR**

|                  |  |
|------------------|--|
| <b>Desirable</b> |  |
|------------------|--|

**POSITION PURPOSE:**

The Land & Water Manager – Forms part of the management team and is responsible for the management and development of the company’s portfolio of land and water assets to meet corporate strategic objectives. The incumbent will plan and execute land and water transactions, oversee compliance with statutory obligations and is responsible for delivering excellence in land & water portfolio management. This position will drive improvement to farm business performance by improving the quality of the portfolio available for sugarcane production. The development and approval of land and water improvement projects is included.

Additional or alternate duties may be assigned from time to time dependent on the incumbent’s skills or development needs, or as required to suit the needs of the business.

**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 Land & Water Manager liaises with the Operations Managers and Mill Managers to ensure that the activities and objectives of the company where relevant to land and water assets are achieved. Additional relationships need to be established with:

- Irrigation Supervisors
- Finance and Administration Team
- Government agencies such as Sunwater, DEWS, DNRM, DEHP
- Consultants and contractors
- District land owners
- Canegrower Organisations.

|                              |                     |                   |                         |                       |                 |             |
|------------------------------|---------------------|-------------------|-------------------------|-----------------------|-----------------|-------------|
| Prepared By:<br>Trevor Crook | Date:<br>05 Sept 17 | Document Number:  | Electronic File & Path: |                       |                 |             |
| Approved By:<br>CEO          | Date:               | Date Implemented: | Review Date:            | Date of initial copy: | Update Version: | Page 2 of 4 |



**POSITION DESCRIPTION  
MSF SUGAR**

**KEY RESULT AREAS:**

| Areas                                     | Elements                                                                                                                                                                                                                                                                                                                                  |
|-------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Safety, Health and the Environment</b> | <ul style="list-style-type: none"> <li>• 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 accidents</li> <li>• To lead and demonstrate safety improvement initiatives</li> </ul>                   |
| <b>Strategic Outcomes</b>                 | <ul style="list-style-type: none"> <li>• Identify opportunities for improving the land and water portfolio used for current and future farm operations with a total business approach</li> <li>• Develop strategies and improvement concepts to increase financial and strategic viability of the farm businesses</li> </ul>              |
| <b>Operational efficiency</b>             | <ul style="list-style-type: none"> <li>• Develop the land and water portfolio to underpin world class farming goals and strategies</li> <li>• Develop and implement proposals for acquisitions and disposals. This includes presentation of detailed business cases.</li> <li>• Develop and oversee land improvement projects.</li> </ul> |
| <b>Financial Results</b>                  | <ul style="list-style-type: none"> <li>• Develop and implement appropriate budgets and forecasts</li> <li>• Negotiate, implement and manage lease and contract growing agreements</li> </ul>                                                                                                                                              |
| <b>Environment</b>                        | <ul style="list-style-type: none"> <li>• Liaison with officers of relevant government bodies in relation to environmental issues.</li> <li>• Conduct periodic reviews and audits to establish that statutory requirements are met.</li> </ul>                                                                                             |
| <b>HR/People</b>                          | <ul style="list-style-type: none"> <li>• Contribute to the longer term availability and productive capacity of human resources for land and water management by sponsoring training and development initiatives and by coaching/ counselling personnel</li> <li>• Oversee and support the property administration function</li> </ul>     |

**SKILL REQUIREMENT**

| Skill Category         | Skills                                                                                                                                           |
|------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Business acumen</b> | The ability to see a range of potential business outcomes in any given situation and identify those opportunities aligned with business strategy |
|                        |                                                                                                                                                  |

|                              |                     |                   |                         |                       |                 |             |
|------------------------------|---------------------|-------------------|-------------------------|-----------------------|-----------------|-------------|
| Prepared By:<br>Trevor Crook | Date:<br>05 Sept 17 | Document Number:  | Electronic File & Path: |                       |                 |             |
| Approved By:<br>CEO          | Date:               | Date Implemented: | Review Date:            | Date of initial copy: | Update Version: | Page 3 of 4 |



**POSITION DESCRIPTION  
MSF SUGAR**

|                                                 |                                                                                                                                                                                                                                                                                                                                |
|-------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Building Strategic Working Relationships</b> | Developing and using collaborative relationships to facilitate the accomplishment of win win goals                                                                                                                                                                                                                             |
| <b>Strategic Decision Making</b>                | Obtaining information and identifying key issues and relationships relevant to achieving a long-range goal or vision; committing to a course of action to accomplish a long-range goal or vision after developing alternatives based on logical assumptions, facts, available resources, constraints and organisational values |
| <b>Gaining Commitment</b>                       | Using appropriate interpersonal styles and techniques to gain acceptance of ideas or plans; modifying one's own behaviour to accommodate tasks, situations and individuals involved                                                                                                                                            |
| <b>Planning and Organising</b>                  | Establishing courses of action for self and others to ensure that work is completed efficiently                                                                                                                                                                                                                                |
| <b>Aligning Performance for Success</b>         | Focusing and guiding others in accomplishing work objectives                                                                                                                                                                                                                                                                   |
| <b>Enabling Skills</b>                          | <ul style="list-style-type: none"> <li>• Keyboard skills</li> <li>• Advanced computer (Microsoft Office and GIS) skills</li> <li>• Report writing (advanced)</li> <li>• Ability to analyse and interpret complex data sets.</li> <li>• Administration</li> </ul>                                                               |

**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.

|                              |                     |                   |                         |                       |                 |             |
|------------------------------|---------------------|-------------------|-------------------------|-----------------------|-----------------|-------------|
| Prepared By:<br>Trevor Crook | Date:<br>05 Sept 17 | Document Number:  | Electronic File & Path: |                       |                 |             |
| Approved By:<br>CEO          | Date:               | Date Implemented: | Review Date:            | Date of initial copy: | Update Version: | Page 4 of 4 |