



MSF Sugar Pty Ltd is an integrated grower, processor, marketer and exporter of raw sugar. We are Australia's largest sugarcane farmer, second largest raw sugar exporter and third largest miller. MSF Sugar has a 124 year heritage in Australia and a future which centres on being a leader in the biofutures sector.

Senior Agronomist – Atherton Tablelands

Innovative multi-million dollar investments in; green power plants, bio-refineries, new crops, novel farming systems and agricultural infrastructure! Together with our grower partners, MSF Sugar Pty Ltd is forging ahead with a re-imagining of the sugar industry.

This position is based at our operations on the Atherton Tablelands, which offers a unique rural lifestyle in close proximity to the Great Barrier Reef and the iconic city of Cairns. Being an international tourist destination with major airline links, the region enjoys facilities that are normally only found in large cities, all while maintaining close connection to the natural environment.

The Senior Agronomist role is a significant position within MSF Sugar and provides the ability to develop your skills through an overseas posting. As part of the large international Mitr Phol Group, travel opportunities to Thailand, Laos and China are a feature of this position.

As the Senior Agronomist you will work with our growers to:

- improve sugarcane yields by working with farmers to continuously improve agronomic management,
- maintain bio-security for sugarcane planting material,
- help farmers new to sugarcane establish themselves as accomplished sugarcane growers,
- deliver an innovative and ground breaking sustainable farming systems project,
- create agronomic packages to commercialise exciting new crops to complement sugarcane,
- develop strategies to enhance the efficiency of irrigation,
- help implement the company safety and environment strategy, and
- be part of the company vision within the extensive MSF Sugar Agronomy Team

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.

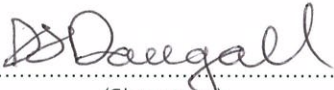
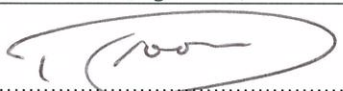
The position description is available from msfsugar.com.au/careers. For further information contact Mr Andrew Dougall, Group Agronomist on 0408 740 891 or andrewdougall@msfsugar.com.au

Submit applications to careers@msfsugar.com.au by 25th September 2017.

POSITION DESCRIPTION

POSITION DESCRIPTION	SENIOR AGRONOMIST – ATHERTON TABLELANDS
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POSITION AUTHORISATION:

INCUMBENT:	None (Signature) (Date)
PREPARED BY:	Andrew Dougall	 (Signature)	1/6/17. (Date)
APPROVED BY:	Trevor Crook	 (Signature)	1/6/2017 (Date)

POSITION DEMOGRAPHICS:

Reports Directly to:	Group Agronomist
Reports Indirectly to:	Tablelands Mill Manager
Subordinates:	Casual labour personnel if required
Team membership:	<ol style="list-style-type: none"> 1. The MSF Sugar Pty Ltd Agronomy Team 2. The MSF Sugar Pty Ltd Tablelands Mill Team 3. The MSF Sugar Pty Ltd Business Development Team
Work Site:	Approximately 85% of time will be in the Atherton Tablelands Cane Supply Area. Other work sites in Australia will be the Mulgrave and South Johnstone Cane Supply Areas. Overseas work sites could be Thailand, Laos and China.
Job Status:	Full time permanent
Qualifications / Experience:	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Degree level qualifications in Agriculture or related scientific discipline • Demonstrated ability to provide sound agronomic advice to farmers • Demonstrated ability to convince and assist farmers to change their farming practices to achieve higher productivity and profitability • Demonstrated ability to develop work plans and achieve the goals of these work plans • A high level of experience in the operation of Microsoft Word, Microsoft Excel and Microsoft Outlook • A current drivers licence <p><u>Desirable</u></p> <ul style="list-style-type: none"> • Experience in irrigation management and scheduling • Experience in sugarcane production • Experience in soybean and peanut production <p><u>Other Criteria</u></p> <p>Capacity to work in the following situations:</p> <ul style="list-style-type: none"> • Oppressive hot and humid climates • Alone and in remote areas • In different countries with unfamiliar standards, customs and work environments.

POSITION DESCRIPTION – SENIOR AGRONOMIST

	<ul style="list-style-type: none"> Public speaking at a local industry level Non-smoking worksites Inputting and accessing data from computer network Handling, lifting or carrying objects weighing up to 20kg
Knowledge / Skills	<p><u>Essential</u></p> <ul style="list-style-type: none"> Knowledge of minimum tillage and controlled traffic Knowledge of soil science Knowledge of crop nutrition Knowledge of crop protection techniques i.e. herbicides, pesticides and fungicides Excellent, written and verbal communication skills Demonstrated self-motivation and accountability <p><u>Desirable</u></p> <ul style="list-style-type: none"> Knowledge of irrigation and irrigation scheduling Knowledge of legume agronomy

PRIMARY FOCUS AREAS:	<ol style="list-style-type: none"> Continuous improvement in the productivity and profitability of sugarcane growers supplying the Tablelands Sugar Mill Maintaining crop biosecurity to disease testing and provision of clean tissue culture planting material Agronomic Package for new complementary crop Blue Agave Project Uplift – a farming system transformation initiative International projects
Major Responsibilities:	<p>The Senior Agronomist will be required to assist growers to continuously improve their productivity and profitability by delivering sound agronomic advice. The Senior Agronomist is also required to manage a disease testing service and clean tissue culture service.</p> <p>The production of an Agronomic Package for Agave production will also be a major responsibility.</p>
Other activities and duties:	Approximately 15% of the Senior Agronomist's time will be spent assisting growers in other mill areas that supply MSF Ltd Mills and on MSF Ltd projects South East Asia.
AUTHORITY TO ACT	<p><u>Contracts / Compliance:</u> Authority to review accounts, contracts, licences, permits, leases etc and to liaise with the relevant Authorities however the Agricultural Manager must authorise / sign final documentation.</p> <p><u>Budget :</u> Authority to organise works/schedule training etc. in relation to the primary focus areas described above and within approved budgets.</p>

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Prepared By:	Date:	Document Number:	Electronic File & Path:			
Trevor Crook	13/09/2013					
Approved By:	Date:	Date Implemented:	Review Date:	Date of initial copy:	Update Version:	Page 2 of 3
CEO MSF SUGAR			1/8/15			

POSITION DESCRIPTION – SENIOR AGRONOMIST

KEY RELATIONSHIPS (Internal & External)	<u>Internal</u> <ul style="list-style-type: none"> • Tablelands Mill Manager • Tablelands Cane Supply Manager • Operations Manager – Tablelands Farms • Other members of the MSF Ltd Agronomy Team <u>External</u> <ul style="list-style-type: none"> • Farmers supplying sugarcane to the MSF Sugar mills • Sugar Research Australia • Other sugarcane research providers • Local agribusiness • Other sugarcane productivity services
KEY RESULT AREAS <p style="text-align: right;">WH&S:</p> <p style="text-align: right;">Financial:</p> <p style="text-align: right;">Production:</p> <p style="text-align: right;">Continuous Improvement:</p> <p style="text-align: right;">Satisfying workplace:</p>	<ul style="list-style-type: none"> ➤ Constantly improve safe work practices ➤ Implement MSF Sugar Safety and Environment Strategy ➤ Projects delivered on time and within budget ➤ Quality work-plans developed, implemented and achieving tangible goals ➤ Successful implementation of improvement initiatives ➤ Professional development and achievement of goals

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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