



PRODUCTION AGRONOMIST POSITION DESCRIPTION

POSITION TITLE:	Agronomist – South Johnstone Farms
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POSITION AUTHORISATION:

INCUMBENT:	 (Signature) (Date)
PREPARED BY:	Operations Manager – South Johnstone Farms (Signature) (Date)
APPROVED BY:	General Manager Agriculture (Signature) (Date)

POSITION DEMOGRAPHICS:

Business Group/Division	Agriculture
Reports Directly to:	Operations Manager – South Johnstone Farms
Reports Indirectly to:	Group Agronomist
Subordinates:	Field assistants from time to time
Team membership:	South Johnstone Farms and Agronomy Services
Work Site:	South Johnstone Farms
Job Status:	Permanent - Full time Salaried
Qualifications / Experience:	<ul style="list-style-type: none"> Degree in Ag. Science or equivalent (essential) 3 years' minimum experience 2 years' experience in people management and working as part of a team (desirable) Business / operational management skills (essential) Accredited in crop nutrition and soil test interpretation (desirable) <ul style="list-style-type: none"> "Agronomy in Practice" Nutrient Advantage "C" class manual driver's license HR (preferred) Senior First Aid

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POSITION PURPOSE:

The Production Agronomist forms part of the South Johnstone Farming Operations team reporting to the Operations Manager. The principle responsibility is to integrate best agronomic practices with the farms operational plans. This role will be closely linked to the MSF Sugar Agronomy Services team.

The Production Agronomist is expected to lead and promote improvements in farming systems and practices in order to achieve best practice in all areas of crop production in a sustainable and profitable manner. Develop and oversee the implementation of the following plans with the assistance of the Crop Establishment, Crop Performance Supervisors and other members of the South Johnstone and wider MSF Sugar company farming operations:-

Farm layout:

- Block layout plans for operational efficiency and drainage

Crop Nutrition:

- Crop Nutrition and soil amelioration plans

Crop Protection:

- Weed and pest management plans

Crop Maximisation:

- Harvesting sequence plan
- Planting plan including variety selection

Environmental performance:

- Monitor conditions for optimum timing of operations
- Complete and maintain SmartCane BMP accreditation

Farm improvement:

- Identification of yield constraints and understanding of variability and subsequent development of yield improvement plans for each farm.

Introduce New Technology and Practices

The responsibility extends to the reporting the effectiveness of these plans.

AUTHORITY TO ACT

Budget: Authority to organise works/schedule training etc. in relation to the position purpose focus area and within approved budgets.

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Purchasing: Authority to issue Purchase Orders within limits approved by the Operations Manager or General Manager.

Finance/Admin: Authority to review accounts and contracts, however the Operations Manager must authorise/sign final documentation.

Contracts/Compliance: Authority to review licences, permits, leases etc. and to liaise with the relevant authorities. However the Operations Manager must authorise / sign final documentation.

KEY RELATIONSHIPS (Internal & External)

The Production Agronomist supports the South Johnstone Farm’s team to ensure an overall business perspective is maintained. Additional relationships need to be established with:

- Group Agronomist and Agronomy Services team
- Agricultural Management Accountant
- Agricultural Administrator
- Payroll, Purchasing and Finance and Administration employees
- Contractors
- Fertiliser and pesticide representatives and Input suppliers
- Network of SRA, other specialists and R&D contacts

KEY RESULT AREAS

Areas	Elements
Safety Compliance	<ul style="list-style-type: none"> • Contribution to Tool box meetings • WH&S audits • Incident Reports completed within expected time frames • Active promotion of environmental awareness • Maintain systems and procedures for work in accordance with workplace health & safety and environmental obligations and asset management objectives
Controllable Costs	<ul style="list-style-type: none"> • Aid in development of operational budgets • Provide and understand cost of recommendations/plans and if reforecast (favourable/unfavourable) is required in relation to budget • Monitor operational costs of production • Aid in the development of capital budgets especially in relation to improved

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Areas	Elements
Capital Development	<ul style="list-style-type: none"> • farming systems • Conduct post audits of capital projects as required
Crop performance	<ul style="list-style-type: none"> • Monitor crop and provide agronomic advice and feedback • Improve soil health through the development of improved farming systems • Optimize inputs and minimise costs through sound nutrient, pest and weeds, and irrigation plans. Develop these plans in conjunction with Supervisors. • Monitor, review and fine tune practices and inputs on an ongoing basis to achieve maximum crop yield and nutrient use efficiency • Review operational efficiency of all farming operations and recommend changes to improve operational and cost efficiency • Implementation of ModernFarm principles and SmartCane principles
HR/People	<ul style="list-style-type: none"> • People and team development - Develop the agronomic skills, knowledge and understanding of farm employees. Conduct information sessions and training.
Teams / Plans	<ul style="list-style-type: none"> • Contribute to the development and continuous improvement of the company farming system which delivers best practice principles efficiently and sustainably • Monitor and advise crop inputs and timing • Contribute to weekly operations meetings • Coordinate the development and ongoing maintenance of the whole farm management plan • Assist with overseas ModernFarm programs and projects as required
Recording / Reporting	<ul style="list-style-type: none"> • Monitor relevant crop recording • Report on the effectiveness and success of various agronomy programs

SKILL REQUIREMENT

Skill Category	Skills
Enabling Skills	<ul style="list-style-type: none"> • Keyboard Skills • MS Office (highly proficient in MS Excel) • Business communication • Report writing • Intermediate GIS applications

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Essential Skills	<ul style="list-style-type: none"> • Effective people/team communication (leadership in technical ability and skill development, negotiation and conflict management) • Effective planning, researching, organisational and time management habits – Goal driven • Problem solving - investigation, analysis and decision making skills with systems approach • Advanced technical knowledge of crop agronomy, the use of relevant precision farming tools and systems • Advanced technical knowledge of soil assessment and amelioration, weed and pest management programs • Understanding of ModernFarm principles and SmartCane BMP • Sound knowledge of financial and cost control management • Intermediate GIS • Highly effective networking abilities at a professional level • Ability to enlist cooperation and promote change
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GENERAL

This document outlines the unique characteristics of this position as a guide to role, scope and responsibilities of the position and skills required 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 (Code of Conduct) defined by management and related to the company's ten overarching policy statements.

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 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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