



AGRONOMIST POSITION DESCRIPTION

POSITION TITLE:	Farming Systems Agronomist – Far North Queensland
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POSITION AUTHORISATION:

INCUMBENT:	 (Signature) (Date)
PREPARED BY:	Group Agronomist (Signature) (Date)
APPROVED BY:	General Manager (Signature) (Date)

POSITION DEMOGRAPHICS:

Business Group/Division	Agriculture
Reports Directly to:	Group Agronomist
Reports Indirectly to:	General Manager of Agriculture, General Manager of Business Development, Project Uplift MSF Management Committee
Subordinates:	
Team membership:	<ol style="list-style-type: none"> 1. The MSF Sugar Agronomy Team 2. The Project Uplift Farming Systems Initiative Team 3. The MSF Sugar Agriculture Team
Work Site:	Both positions will be based in the Cairns or Innisfail regions one position will require regular travel to Maryborough (1 week every 4-5 weeks) and one position will require regular travel to the Atherton Tablelands.
Job Status:	Full time 4 year contract
Hours in Attendance:	Salaried position, a minimum of 38 hours a week weekend work may be required under certain circumstances.
Qualifications / Experience:	<p>Essential</p> <ul style="list-style-type: none"> Demonstrated ability to provide sound advice to farmers A knowledge of minimum tillage and controlled traffic A current drivers licence <p>Desirable</p> <ul style="list-style-type: none"> Degree level qualifications in agriculture or related scientific discipline Experience in facilitating, forming and working with grower groups Knowledge of legume agronomy

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	<ul style="list-style-type: none"> • Formal qualifications in social science • Knowledge of soil health • A good knowledge of soil and crop nutrition <p>Other Criteria - Capacity to work in the following situations:</p> <ul style="list-style-type: none"> • Oppressive hot and humid climates • Alone and in remote areas • Public speaking at a local industry level • Inputting and accessing data from computer network • Handling, lifting or carrying objects weighing up to 20kg
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POSITION PURPOSE:

The long term security and improvement of cane supply to MSF Sugar mills can only be ensured if the sugarcane growers that supply these mills are profitable and sustainable. The Sugar Research Australia Farming System incorporates controlled traffic, legume rotation crops, minimum/zonal tillage and a sugarcane trash blanket to improve farm profitability and sustainability. The Project Uplift Farming Systems Initiative aims to provide financial and agronomic assistance to assist groups of sugarcane growers to adopt this system.

To ensure the success of Project Uplift two full time Project Uplift Agronomists will be required for a 4-5 year contract. The Project Uplift Agronomists will be responsible for forming and facilitating Project Uplift groups and assisting them with business plans, machinery purchases and farm drainage and re-design works. The Agronomists will also be required deliver sound agronomic advice and assist the grower groups with the adoption of best management practices.

AUTHORITY TO ACT

Contracts / Compliance: See Project Uplift Farming Systems Initiative Management Framework

Budget :

KEY RELATIONSHIPS (Internal & External)

Internal

- Group Agronomist and other Agronomists
- General Manager of Agriculture and General Manager of Business Development
- Cane supply managers and staff
- Agriculture staff

External

- Sugarcane Growers
- CANEGROWERS Executive

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- SmartCane BMP Extension Officers
- Wet Tropics Sugarcane Industry Partnership Extension Officers
- Sugarcane Productivity Services Extension Officers

KEY RESULT AREAS

Areas	Elements
WH&S:	➤ Safe work practices and risk identification
Financial:	➤ Projects delivered on time and within budget
Production:	➤ Quality work-plans developed, implemented and achieving tangible goals
Continuous Improvement:	➤ Successful implementation of improvement initiatives
Satisfying workplace:	➤ Professional development and achievement of goals

SKILL REQUIREMENT

Skill Category	Skills
Enabling Skills	<ul style="list-style-type: none"> • A high level of competence and experience in the operation of Microsoft Word, Microsoft Excel and Microsoft Outlook • Excellent, written and verbal communication skills • Ability to understand assess and understand the nuances of a farming system
Essential Skills	<ul style="list-style-type: none"> • Ability to communicate effectively with farmers • Self-motivation • Self-management • Ability to identify what extension methods will help a specific farmer change a specific practice

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 the Mill and as such is accountable to the code of employee behaviour (Code of Conduct) defined by management and related to the company ten overarching policy statements.

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Furthermore the incumbent's role is not limited to the areas defined but subject to the organization'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 organization 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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