

Role Description

Technical Specialist Livestock Management



Department of
Primary Industries

Cluster	Industry, Skills & Regional Development
Agency	NSW Department of Primary Industries
Division/Branch/Unit	Agriculture NSW/ Livestock Systems / Extensive Livestock
Location	Orange, NSW DPI centre
Classification/Grade/Band	Professional Officer Grade 5
Role Number	50021104
ANZSCO Code	234111
PCAT Code	1119192
Date of Approval	July 2017
Agency Website	www.industry.nsw.gov.au

Agency overview

The NSW Department of Industry leads the state government's contribution to making NSW a place where people want to live and work and businesses choose to invest and grow.

We support all areas of economic activity where NSW has competitive strengths. We also have responsibilities for:

- Skill formation and development to match industry demand
- Partnering with stakeholders in stewardship and sustainable use of the state's natural resources; and
- Supporting economic growth in the regions.

Our strategies are built on close relationships to understand industry's needs. We deliver a wide range of training and specialist advisory services; and we help to secure efficient and dependable government decision-making that contributes to business confidence. We measure our success by the:

- Growth in quantity of employment and the value of output; and the
- Competitiveness and sustainability of industries in NSW.

The NSW Primary Industries (NSW DPI) supports the development of profitable primary industries that create a more prosperous NSW and contributes to a better environment through the sustainable use of natural resources.

Primary purpose of the role

The position provides specialist technical advice and leadership by developing and promoting the adoption of, innovative technology **across** extensive livestock industries (i.e. beef, sheep and wool) in NSW.

Key accountabilities

- Providing sound technical advice on current and emerging issues to inform industry R and D needs;
- Leading staff teams to complete R and D project work as required by the Extensive Livestock unit;

- Sourcing and collating information from industry that targets the adoption of relevant and new technologies.
- Building and maintaining collaborative relationships with internal and external stakeholders and partners to achieve business objectives;
- Supporting the work of Development Officers, Local Land Services Livestock Advisory Staff and Private Providers in the technical areas of livestock production;
- Working with researchers from DPI, other research and development organizations, SAMRC, government, key commodity groups and industry to define opportunities for, and impediments to, competitive and sustainable outcomes for the extensive livestock industries;

Key challenges

- Understanding whole farm systems to inform research, development and extension;
- Understanding and applying knowledge of animal production in a variable climate to achieve accelerated productivity and profitability in the extensive livestock industries;
- Identifying opportunities for economic development in extensive livestock industries;
- Packaging complex technical information for use by industry and advisers;
- Maintain excellent technical knowledge to provide analysis, information and commentary on state, national and international trends and issues

Key relationships

Who	Why
Internal	
Group Director Livestock Systems	<ul style="list-style-type: none"> • Provides input into technical briefing notes and strategic direction when requested
Director Extensive Livestock	<ul style="list-style-type: none"> • Discuss priorities with and provide regular updates on key issues
Leader Animal Production	<ul style="list-style-type: none"> • Receives guidance from, discussing priorities with and providing regular updates on key issues to that position
NSW DPI researchers and other Technical Specialists	<ul style="list-style-type: none"> • Works collaboratively to achieve maximum outcomes for the extensive livestock industries
NSW DPI Development Officers	<ul style="list-style-type: none"> • Works as part of a team, to form ideas and strategic plans to develop the extensive livestock industries
External	
Research and development corporations, universities and other industry stakeholders	<ul style="list-style-type: none"> • Develop and maintain networks and partnerships • Develop co-funding and commercial opportunities • Maintain awareness of current research and development directions • Maintain awareness of industry issues and context, on a regional basis
Local Land Services	<ul style="list-style-type: none"> • Develop and maintain networks and gather relevant industry information • Develop platforms for industry development and delivery of new research outcomes

Who	Why
SAMRC	<ul style="list-style-type: none"> • Collaboration with regional and national committees to facilitate identification of priority areas for future project areas and funding calls by RDCs

Role dimensions

Decision making

This role is autonomous and accountable for delivery of work assignments, activities and projects which relate to the strategic direction of the extensive livestock industries unit. The role refers to a supervisor for decisions that require significant change to project outcomes or timeframes; are likely to escalate or create substantial or contentious precedent; or requires a higher administrative or financial delegation.

Reporting line

This role reports directly to Leader Animal Production.

Direct reports

No direct reports. However will manage Technical Officers and Casual Staff as required.

Budget/Expenditure

In line with financial delegations

Essential requirements

- Degree in Agricultural Science or other equivalent and relevant discipline;
- Comprehensive technical knowledge and understanding of extensive livestock animal production and issues relevant to industry, agribusiness and other stakeholders;
- A comprehensive understanding of systems modelling using programs such as Grassgro, Ausfarm and others;
- Current driver's license; and

Ability & willingness to travel.

Capabilities for the role

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at www.psc.nsw.gov.au/capabilityframework

Capability summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework

Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Advanced
	Act with Integrity	Intermediate
	Manage Self	Adept
	Value Diversity	Intermediate
 Relationships	Communicate Effectively	Advanced
	Commit to Customer Service	Adept
	Work Collaboratively	Adept
	Influence and Negotiate	Adept
 Results	Deliver Results	Adept
	Plan and Prioritise	Adept
	Think and Solve Problems	Advanced
	Demonstrate Accountability	Adept
 Business Enablers	Finance	Intermediate
	Technology	Intermediate
	Procurement and Contract Management	Intermediate
	Project Management	Adept

Focus capabilities

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Personal Attributes Display Resilience and Courage	Advanced	<ul style="list-style-type: none"> Stay calm and act constructively in highly pressured and unpredictable environments Give frank, honest advice in the face of strong, contrary views Accept criticism of own ideas and respond in a thoughtful and considered way Welcome new challenges and persist in raising and working through novel and difficult issues Develop effective strategies and show decisiveness in dealing with emotionally charged situations, difficult and controversial issues
Personal Attributes	Intermediate	<ul style="list-style-type: none"> Represent the organisation in an honest, ethical and professional way

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Act with Integrity		<ul style="list-style-type: none"> • Support a culture of integrity and professionalism • Understand and follow legislation, rules, policies, guidelines and codes of conduct • Help others to understand their obligations to comply with legislation, rules, policies, guidelines and codes of conduct • Recognise and report misconduct, illegal or inappropriate behaviour • Report and manage apparent conflicts of interest
Relationships Communicate Effectively	Advanced	<ul style="list-style-type: none"> • Present with credibility, engage varied audiences and test levels of understanding • Translate technical and complex information concisely for diverse audiences • Create opportunities for others to contribute to discussion and debate • Actively listen and encourage others to contribute inputs • Adjust style and approach to optimise outcomes • Write fluently and persuasively in a range of styles and formats
Relationships Commit to Customer Service	Adept	<ul style="list-style-type: none"> • Take responsibility for delivering high quality customer-focused services • Understand customer perspectives and ensure responsiveness to their needs • Identify customer service needs and implement solutions • Find opportunities to co-operate with internal and external parties to improve outcomes for customers • Maintain relationships with key customers in area of expertise • Connect and collaborate with relevant stakeholders within the community
Results Plan and Prioritise	Adept	<ul style="list-style-type: none"> • Take into account future aims and goals of the team/unit and organisation when prioritising own and others' work • Initiate, prioritise, consult on and develop team/unit goals, strategies and plans • Anticipate and assess the impact of changes, such as government policy/economic conditions, on team/unit objectives and initiate appropriate responses • Ensure current work plans and activities support and are consistent with organisational change initiatives • Evaluate achievements and adjust future plans accordingly
Results Think and Solve Problems	Advanced	<ul style="list-style-type: none"> • Undertake objective, critical analysis to draw accurate conclusions that recognise and manage contextual issues • Work through issues, weigh up alternatives and identify the most effective solutions • Take account of the wider business context when considering options to resolve issues • Explore a range of possibilities and creative alternatives to contribute to systems, process and business improvements • Implement systems and processes that underpin high quality

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Results Demonstrate Accountability	Adept	research and analysis <ul style="list-style-type: none"> Assess work outcomes and identify and share learnings to inform future actions Ensure that actions of self and others are focused on achieving organisational outcomes Exercise delegations responsibly Understand and apply high standards of financial probity with public monies and other resources Identify and implement safe work practices, taking a systematic risk management approach to ensure health and safety of self and others Conduct and report on quality control audits Identify risks to successful achievement of goals, and take appropriate steps to mitigate those risks
Business Enablers Project Management	Adept	<ul style="list-style-type: none"> Prepare clear project proposals and define scope and goals in measurable terms Establish performance outcomes and measures for key project goals, and define monitoring, reporting and communication requirements Prepare accurate estimates of costs and resources required for more complex projects Communicate the project strategy and its expected benefits to others Monitor the completion of project milestones against goals and initiate amendments where necessary Evaluate progress and identify improvements to inform future projects
People Management Manage and Develop People	Intermediate	<ul style="list-style-type: none"> Ensure that roles and responsibilities are clearly communicated Collaborate on the establishment of clear performance standards and deadlines in line with established performance development frameworks Develop team capability and recognise and develop potential in people Be constructive and build on strengths when giving feedback Identify and act on opportunities to provide coaching and mentoring Recognise performance issues that need to be addressed and work towards resolution of issues