Role Description
Research Horticulturist (Entomology)

Cluster	Regional NSW
Department/Agency	Department of Primary Industries
Division/Branch/Unit	DPI / Agriculture / Plant Systems / Horticulture
Location	Wollongbar NSW
Classification/Grade/Band	Professional Officer Grade 1 – 4
Role Family (internal use only)	Adapted / Science Technician / Delivery
ANZSCO Code	234112
PCAT Code	2119192
Date of Approval	January 2022
Agency Website	www.dpi.nsw.gov.au

Agency overview

The Department of Regional NSW was formed in 2020 as a central agency for regional issues. The Department is responsible for building resilient regional economies and communities, strengthening primary industries, managing the use of regional land, overseeing the state's mineral and mining resources and ensuring government investment in regional NSW is fair and delivers positive outcomes for local communities and businesses.

The NSW Department of 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.

Within NSW DPI, Agriculture (DPI Ag) leads agricultural industry development through extension, science and research, industry policy and regulatory compliance functions to foster sustainable and economic agricultural industries.

Primary purpose of the role

The Entomologist works within the Northern Horticulture unit and undertakes research and development (especially field-based trials) focusing on pest management across key sub-tropical horticultural crops to enhance their success economically, socially and environmentally. The role works closely with horticulture development officers, plant pathologists and other specialist staff across a diverse range of industries including macadamias, blueberries and bananas ensuring the horticulture's biosecurity requirements are monitored and met.

Key accountabilities

- Develop, conduct and analyse complex entomological field trials utilizing integrated pest management (IPM) principles in Horticultural crops
- Collaborate with researchers from DPI, other research and development organisations, government and key commodity groups to provide entomology advice and assistance for key pests of horticultural crops
- Provide timely information and advice to management within DPI on emerging pest management issues and opportunities that will enhance the success of NSW horticulture
- Undertake preliminary insect diagnostic work and other activities which contribute to the biosecurity of NSW
- Ensure project outcomes are achieved on time, to quality standards and within agreed scope and budget in line with established agency project management methodology
- Build and maintain collaborative relationships with stakeholders, industry partners and organisations to achieve program objectives
- Lead and manage staff to ensure competing work priorities and outcomes are met.
- Comply with work standards for Research Officers according to the level of appointment in the Professional Officer Progression Criteria (1-4) scale in the Crown Employees (NSW Department of Industry) Professional Officers Award

Key challenges

- Developing and delivering projects that improve productivity, profitability, sustainability and biosecurity of NSW horticultural crops
- Working autonomously in a regional area with minimal supervision while maintaining constructive working relationships with other members of NSW horticulture team
- Leading and managing staff to ensure successful project delivery

Key relationships

Who	Why
Internal	
Leader Northern Horticulture	• Receive guidance and direction on tasks including priorities • Discuss work allocated, providing updates on key issues and progress • Escalate issues as appropriate
Work team	• Supervise and provide direction and advice to technical staff to ensure all tasks are completed and reported in a timely manner • Contribute to a harmonised team environment by completing all assigned tasks and taking initiatives to assist other team members
NSW DPI and horticulture industry researchers	• Work collaboratively to achieve maximum outcomes for NSW horticultural industries
NSW DPI Industry Development officers	• Work collaboratively with DPI industry development officers to deliver projects that meet industry needs and improve IPM

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Who	Why
External	
Industry stakeholders, horticultural producers, interstate DPI agencies, funding providers and Universities	• Liaise with to understand key initiatives, opportunities and risks to sustainability from pests and their management. • Collaborate with and provide services associated with existing projects, and scope new project concepts and proposals • Identify research opportunities and deliver research findings to improve pest management outcomes • Lead, manage and foster key partnerships and develop strong linkages with interested • Broker relationships between farmers and skilled service providers to enable support for the adoption of best practice IPM in horticulture • Develop and maintain constructive relationships and foster key partnerships across the national R,D,E & A spectrum

Role dimensions

Decision making

This role:

- Works with a high degree of autonomy, developing their work priorities with the Leader Northern Horticulture and documented in a workplan
- Consults on initiatives across NSW DPI Divisions, branches and local units on policy issues that impact on horticulture
- Sets work priorities for direct reporting staff
- Conducts industry activities, coordinates relevant activities with other staff and units
- Develops, conducts and analyses entomological research for horticultural crops
- Identifies needs and opportunities, initiates and helps deliver projects, establishes and participates in research, extension and education teams
- Provides technical briefings and recommendations; represents the Department and provides technical input in forums where appropriate
- Allocates resources and approves expenditure within delegation and budget and consistent with priorities
- Refers to their leader sign offs for major projects, or variations to projects and approvals for expenditure above delegation

Reporting line

This position reports to the Leader Northern Horticulture

Direct reports

Technical support staff

Budget/Expenditure

Authorisation for expenditure of allocated project resources under applicable Departmental delegation

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Key knowledge and experience

- Demonstrated knowledge of the NSW agricultural industry, the specific region and its farming systems, key profit drivers and factors impacting on productivity and sustainability
- Proven experience in developing, delivering and evaluating collaborative projects for industry
- Ability to design, conduct and analyse entomological field trials that are complex in nature and utilize integrated pest management (IPM) principles.

Essential requirements

- Degree in Agricultural/Horticultural Science or other relevant discipline, preferably with a major in entomology
- Current NSW Driver Licence and the ability and willingness to travel
- Evidence of the COVID-19 vaccination must be provided upon commencement of employment. This is a condition of engagement should you be successfully appointed to a position within the Department of Regional NSW (which includes Local Land Services and the Soil Conservation Service)

Capabilities for the role

The NSW public sector capability framework describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.

The capabilities are separated into focus capabilities and complementary capabilities

Focus capabilities

Focus capabilities are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

Focus capabilities

Capability group/sets	Capability name	Behavioural indicators	Level

	Act with Integrity Be ethical and professional, and uphold and promote the public sector values	• Represent the organisation in an honest, ethical and professional way • Support a culture of integrity and professionalism • Understand and help others to recognise their obligations to comply with legislation, policies, guidelines and codes of conduct • Recognise and report misconduct and illegal and inappropriate behaviour • Report and manage apparent conflicts of interest and encourage others to do so	Intermediate
	Manage Self Show drive and motivation, an ability to self-reflect and a commitment to learning	• Keep up to date with relevant contemporary knowledge and practices • Look for and take advantage of opportunities to learn new skills and develop strengths • Show commitment to achieving challenging goals • Examine and reflect on own performance • Seek and respond positively to constructive feedback and guidance • Demonstrate and maintain a high level of personal motivation	Adept
	Communicate Effectively Communicate clearly, actively listen to others, and respond with understanding and respect	• Present with credibility, engage diverse audiences and test levels of understanding • Translate technical and complex information clearly and concisely for diverse audiences • Create opportunities for others to contribute to discussion and debate • Contribute to and promote information sharing across the organisation • Manage complex communications that involve understanding and responding to multiple and divergent viewpoints • Explore creative ways to engage diverse audiences and communicate information • Adjust style and approach to optimise outcomes • Write fluently and persuasively in plain English and in a range of styles and formats	Advanced

	Work Collaboratively Collaborate with others and value their contribution	• Encourage a culture that recognises the value of collaboration • Build cooperation and overcome barriers to information sharing and communication across teams and units • Share lessons learned across teams and units • Identify opportunities to leverage the strengths of others to solve issues and develop better processes and approaches to work • Actively use collaboration tools, including digital technologies, to engage diverse audiences in solving problems and improving services	Adept
	Think and Solve Problems Think, analyse and consider the broader context to develop practical solutions	• Identify the facts and type of data needed to understand a problem or explore an opportunity • Research and analyse information to make recommendations based on relevant evidence • Identify issues that may hinder the completion of tasks and find appropriate solutions • Be willing to seek input from others and share own ideas to achieve best outcomes • Generate ideas and identify ways to improve systems and processes to meet user needs	Intermediate
	Demonstrate Accountability Be proactive and responsible for own actions, and adhere to legislation, policy and guidelines	• Be proactive in taking responsibility and being accountable for own actions • Understand delegations and act within authority levels • Identify and follow safe work practices, and be vigilant about own and others' application of these practices • Be aware of risks and act on or escalate risks, as appropriate • Use financial and other resources responsibly	Intermediate

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Business Enablers	**Project Management** Understand and apply effective planning, coordination and control methods	• Understand all components of the project management process, including the need to consider change management to realise business benefits • Prepare clear project proposals and accurate estimates of required costs and resources • Establish performance outcomes and measures for key project goals, and define monitoring, reporting and communication requirements • Identify and evaluate risks associated with the project and develop mitigation strategies • Identify and consult stakeholders to inform the project strategy • Communicate the project's objectives and its expected benefits • Monitor the completion of project milestones against goals and take necessary action • Evaluate progress and identify improvements to inform future projects	Adept
People Management	**Manage and Develop People** Engage and motivate staff, and develop capability and potential in others	• Collaborate to set clear performance standards and deadlines in line with established performance development frameworks • Look for ways to develop team capability and recognise and develop individual potential • Be constructive and build on strengths by giving timely and actionable feedback • Identify and act on opportunities to provide coaching and mentoring • Recognise performance issues that need to be addressed and work towards resolving issues • Effectively support and manage team members who are working flexibly and in various locations • Create a safe environment where team members' diverse backgrounds and cultures are considered and respected • Consider feedback on own management style and reflect on potential areas to improve	Intermediate

Complementary capabilities

Complementary capabilities are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identifying performance required for the role and development opportunities. Note: capabilities listed as 'not essential' for this role are not relevant for recruitment purposes however may be relevant for future career development.

Capability group/sets	Capability name	Description	Level
Personal Attributes	Display Resilience and Courage	Be open and honest, prepared to express your views, and willing to accept and commit to change	Intermediate
Personal Attributes	Value Diversity and Inclusion	Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences and perspectives	Intermediate
Relationships	Commit to Customer Service	Provide customer-focused services in line with public sector and organisational objectives	Intermediate
Relationships	Influence and Negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Intermediate
Results	Deliver Results	Achieve results through the efficient use of resources and a commitment to quality outcomes	Adept
Results	Plan and Prioritise	Plan to achieve priority outcomes and respond flexibly to changing circumstances	Intermediate
Business Enablers	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Adept
Business Enablers	Technology	Understand and use available technologies to maximise efficiencies and effectiveness	Intermediate
Business Enablers	Procurement and Contract Management	Understand and apply procurement processes to ensure effective purchasing and contract performance	Intermediate
People Management	Inspire Direction and Purpose	Communicate goals, priorities and vision, and recognise achievements	Intermediate
People Management	Optimise Business Outcomes	Manage people and resources effectively to achieve public value	Intermediate
People Management	Manage Reform and Change	Support, promote and champion change, and assist others to engage with change	Intermediate