

Role Description

Leader Pigs and Poultry



Department of
Primary Industries

Cluster	Regional NSW
Agency	Department of Regional NSW
Division/Branch/Unit	DPI / Agriculture / Livestock Systems / Intensive Livestock
Location	Negotiable
Classification/Grade/Band	Professional Officer Grade 6
Role Family	Bespoke / Science and Engineering / Lead
ANZSCO Code	132511
PCAT Code	3119192
Date of Approval	February 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

Lead the NSW DPI's research and development program for the pork, poultry meat and egg industries in NSW. As well as playing an active role in program delivery, the role provides strategic guidance and operational support to DPI Agriculture staff members supporting these industries, as well as coordinating policy advice and industry engagement across NSW DPI.

Key accountabilities

- Lead the successful establishment and completion of initiatives to support the pork, poultry meat and egg industries and deliver on DPI Strategic Priorities
- Build and maintain collaborative relationships with key stakeholders and partners including farmers and industry organisations, research and development corporations, other government agencies and across NSW DPI to deliver business objectives

- Provide expert and timely advice to inform NSW Government policy and legislation relevant to the pork, poultry meat and egg industries
- Develop a high performing research and development team by providing effective leadership, supervision and professional development for the pork, poultry meat and egg industry R&D staff
- Provide effective oversight of programs across the portfolio to ensure appropriate project, contract and financial management is achieved
- Measure and evaluate program and project effectiveness and provide reports on the impact of activities to inform decision making.
- Provide sound advice to Director Intensive Livestock and Group Director Livestock Systems on the current and emerging issues across the portfolio

Key challenges

- Providing effective leadership to the pig and poultry team and ensuring the delivery of R&D services meets stakeholder expectations, while implementing corporate initiatives
- Providing timely and effective advice on all aspects of the pork, poultry meat and egg industries to inform program development and government policy
- Building collaborative partnerships with internal and external partners to resource and deliver effective programs

Key relationships

Who	Why
Internal	
Director Intensive Livestock	<ul style="list-style-type: none"> • Collaborate on strategic development and business planning • Report on organisational performance • Contribute to the formulation of advice/policy • Advise of emerging and / or contentious issues and solutions
Directors and Leaders (across DPI)	<ul style="list-style-type: none"> • Build collaboration and linkages across NSW DPI for new research and development opportunities • Provide expert advice on pork, poultry meat and egg industry program delivery
Staff and work teams	<ul style="list-style-type: none"> • Inspire and motivate, provide leadership and clear direction and manage team and individual performance • Provide information and advice about organisational objectives, policies and procedures
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

Who	Why
Local Land Services and private advisors	<ul style="list-style-type: none"> • Develop and maintain networks and gather relevant industry information • Collaborate with extension and service providers to promote key research findings and facilitate pathways to industry adoption

Role dimensions

Decision making

- Has autonomy to plan and organise own work and the workplans and resources of the team
- Approves operational expenditure within delegation and budget as assigned
- Proposes and develops projects and programs
- Consults with Director on staff welfare and performance issues

Reporting line

Director Intensive Livestock

Direct reports

The role has two direct reports and supervises post-graduate students and casual staff as required

Budget/Expenditure

Authorisation for expenditure of allocated project resources under applicable Departmental delegation

Key knowledge and experience

- Knowledge of the NSW pork, poultry meat and egg industries and their farming systems, key profit drivers and factors impacting on productivity and sustainability and ability to lead the development and delivery of research and/or industry development projects

Essential requirements

- Degree or post graduate qualifications in agriculture or science-based disciplines
- Current NSW Driver license 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.

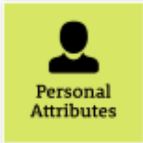

The capabilities are separated into focus capabilities and complementary capabilities

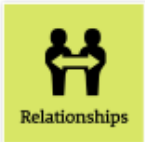

Focus capabilities

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
 Personal Attributes	Act with Integrity Be ethical and professional, and uphold and promote the public sector values	<ul style="list-style-type: none"> • Represent the organisation in an honest, ethical and professional way and encourage others to do so • Act professionally and support a culture of integrity • Identify and explain ethical issues and set an example for others to follow • Ensure that others are aware of and understand the legislation and policy framework within which they operate • Act to prevent and report misconduct and illegal and inappropriate behaviour 	Adept
 Relationships	Commit to Customer Service Provide customer-focused services in line with public sector and organisational objectives	<ul style="list-style-type: none"> • Promote a customer-focused culture in the organisation and consider new ways of working to improve customer experience • Ensure systems are in place to capture customer service insights to improve services • Initiate and develop partnerships with customers to define and evaluate service performance outcomes • Promote and manage alliances within the organisation and across the public, private and community sectors • Liaise with senior stakeholders on key issues and provide expert and influential advice • Identify and incorporate the interests and needs of customers in business process design and encourage new ideas and innovative approaches • Ensure that the organisation's systems, processes, policies and programs respond to customer needs 	Advanced

	Work Collaboratively Collaborate with others and value their contribution	<ul style="list-style-type: none"> • Recognise outcomes achieved through effective collaboration between teams • Build cooperation and overcome barriers to information sharing, communication and collaboration across the organisation and across government • Facilitate opportunities to engage and collaborate with stakeholders to develop joint solutions • Network extensively across government and organisations to increase collaboration • Encourage others to use appropriate collaboration approaches and tools, including digital technologies 	Advanced
	Think and Solve Problems Think, analyse and consider the broader context to develop practical solutions	<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 in collaboration with others • Take account of the wider business context when considering options to resolve issues • Explore a range of possibilities and creative alternatives to contribute to system, process and business improvements • Implement systems and processes that are underpinned by high-quality research and analysis • Look for opportunities to design innovative solutions to meet user needs and service demands • Evaluate the performance and effectiveness of services, policies and programs against clear criteria 	Advanced



	Demonstrate Accountability Be proactive and responsible for own actions, and adhere to legislation, policy and guidelines	<ul style="list-style-type: none"> • Assess work outcomes and identify and share learnings to inform future actions • Ensure that own actions and those of 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 own and others' health and safety • Conduct and report on quality control audits • Identify risks to successfully achieving goals, and take appropriate steps to mitigate those risks 	Adept
	Project Management Understand and apply effective planning, coordination and control methods	<ul style="list-style-type: none"> • Prepare and review project scope and business cases for projects with multiple interdependencies • Access key subject-matter experts' knowledge to inform project plans and directions • Design and implement effective stakeholder engagement and communications strategies for all project stages • Monitor project completion and implement effective and rigorous project evaluation methodologies to inform future planning • Develop effective strategies to remedy variances from project plans and minimise impact • Manage transitions between project stages and ensure that changes are consistent with organisational goals • Participate in governance processes such as project steering groups 	Advanced











	Manage and Develop People Engage and motivate staff, and develop capability and potential in others	<ul style="list-style-type: none"> • Define and clearly communicate roles, responsibilities and performance standards to achieve team outcomes • Adjust performance development processes to meet the diverse abilities and needs of individuals and teams • Develop work plans that consider capability, strengths and opportunities for development • Be aware of the influences of bias when managing team members • Seek feedback on own management capabilities and develop strategies to address any gaps • Address and resolve team and individual performance issues, including unsatisfactory performance, in a timely and effective way • Monitor and report on team performance in line with established performance development frameworks 	Adept
	Inspire Direction and Purpose Communicate goals, priorities and vision, and recognise achievements	<ul style="list-style-type: none"> • Promote a sense of purpose, and help the team to understand the strategic direction of the organisation and the needs of customers and stakeholders • Translate broad organisational strategy and goals into tangible team goals and explain the links for the team • Ensure that team objectives and outcomes lead to the implementation of government priorities and create value for customers and stakeholders • Work to remove barriers to achieving goals 	Adept

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
	Display Resilience and Courage	Be open and honest, prepared to express your views, and willing to accept and commit to change	Intermediate
	Manage Self	Show drive and motivation, an ability to self-reflect and a commitment to learning	Adept

	Value Diversity and Inclusion	Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences and perspectives	Intermediate
	Communicate Effectively	Communicate clearly, actively listen to others, and respond with understanding and respect	Intermediate
	Influence and Negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Adept
	Deliver Results	Achieve results through the efficient use of resources and a commitment to quality outcomes	Intermediate
	Plan and Prioritise	Plan to achieve priority outcomes and respond flexibly to changing circumstances	Adept
	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Adept
	Technology	Understand and use available technologies to maximise efficiencies and effectiveness	Adept
	Procurement and Contract Management	Understand and apply procurement processes to ensure effective purchasing and contract performance	Adept
	Optimise Business Outcomes	Manage people and resources effectively to achieve public value	Intermediate
	Manage Reform and Change	Support, promote and champion change, and assist others to engage with change	Intermediate