Role Description
Research and Development Agronomist (Cropping Systems)

Cluster	Planning, Industry and Environment
Agency	Department of Planning, Industry & Environment
Division/Branch/Unit	DPI / Agriculture / Plant Systems / Southern Cropping Systems
Location	Wagga Wagga
Classification/Grade/Band	Professional Officer Grade 1 - 4
ANZSCO Code	234112
PCAT Code	2119192
Date of Approval	January 2020
Agency Website	www.dpie.nsw.gov.au

Agency overview

The Planning, Industry and Environment Cluster was formed in 2019. The Cluster drives greater levels of integration and efficiency across key areas such as long-term planning, precincts, housing, property, infrastructure priorities, open space, the environment, our natural resources – land, water, mining – energy, and growing our industries. There is a strong emphasis on regional NSW.

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

To undertake agronomic research in grain crop production systems, and develop strategies that support sustainable and profitable agriculture to achieve Agriculture NSW's corporate objectives. The role manages a team of technical staff and conducts research trials across a range of NSW cropping systems.

Key accountabilities

- Develop and conduct research projects and coordinate the support of other researchers within NSW DPI and collaborate with other external research agronomists, agribusinesses and farming systems groups.
- Identify and prioritise research issues for regional cropping systems to ensure a targeted research and development program relevant to the needs of the agricultural sector.
- Communicate to industry on the impact of research activities on industry profitability and sustainability.

- Show leadership with the implementation of work health and safety (WHS) and quality management system (QMS) databases (i.e. standard operating procedures (SOP), safe work method statements (SWMS).
- Effectively supervise technical staff to complete the research and development activities.
- Comply with work standards for Extension/Development 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

- Undertaking complex scientific research to meet project deadlines.
- Effectively monitoring and evaluating the effectiveness of research outcomes.
- Communicating key research messages to multiple industry stakeholders.

Key relationships

Who	Why
Internal	
Technical Staff	• Provides guidance and direction to ensure that research outcomes are met in a timely manner
Leader South Agronomy and Crop Protection	• Receives guidance from, discusses priorities and provides regular updates on key issues and progress and escalates issues as appropriate
Researchers & other business units	• Liaises with to work effectively in shared work spaces and with shared resources • Interacts with and works collaboratively to achieve unit objectives
External	
Research and Development Corporations	• Design, plan and deliver timely reports on project progress to the industry partner and investment agency
Growers and Advisors	• Designs, plans and delivers research at on-farm regional trial sites • Develop, refine and distribute products for delivery to industry
External researchers	• Represents the department and delivers presentations at industry forums and scientific conferences

Role dimensions

Decision making

Operates with autonomy in respect to the day to day operations of the team and within the limits of delegated authority. The role is fully accountable for the provision of high quality service delivery and for the accuracy and integrity of the content of advice provided. The role requires forward thinking to ensure tasks associated with project milestones and deadlines are achieved on time. This will require decision making incorporating deployment of temporary and casual staff, procurement of consumables and allocation of equipment and resources.

Reporting line

Leader South Agronomy and Crop Protection

Direct reports

Technical and casual staff

Budget/Expenditure

Authorisation for expenditure of allocated project resources under applicable Departmental delegation

Essential requirements

- Degree qualification in Agriculture, Science or related field
- Current NSW Drivers Licence
- Willingness to travel to remote locations regionally and interstate
- Ability to fulfil the physical requirements of the role

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	Intermediate
	Act with Integrity	**Intermediate**
	Manage Self	**Adept**
	Value Diversity	Intermediate
Relationships	**Communicate Effectively**	**Advanced**
	Commit to Customer Service	**Intermediate**
	Work Collaboratively	Adept
	Influence and Negotiate	Intermediate
Results	Deliver Results	Adept
	Plan and Prioritise	Intermediate
	Think and Solve Problems	**Intermediate**
	Demonstrate Accountability	**Intermediate**
Business Enablers	Finance	Intermediate
	Technology	Intermediate
	Procurement and Contract Management	Foundational
	Project Management	**Adept**
People Management	Manage and Develop People	Intermediate
	Inspire Direction and Purpose	**Intermediate**
	Optimise Business Outcomes	Intermediate
	Manage Reform and Change	Intermediate

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 Act with Integrity	Intermediate	• Represent the organisation in an honest, ethical and professional way • 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

NSW Public Sector Capability Framework		
Group and Capability	**Level**	**Behavioural Indicators**
		• Report and manage apparent conflicts of interest
Personal Attributes Manage Self	Adept	• 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 a high level of personal motivation
Relationships Communicate Effectively	Advanced	• 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	Intermediate	• Support a culture of quality customer service in the organisation • Demonstrate a thorough knowledge of the services provided and relay to customers • Identify and respond quickly to customer needs • Consider customer service requirements and develop solutions to meet needs • Resolve complex customer issues and needs • Co-operate across work areas to improve outcomes for customers
Results Think and Solve Problems	Intermediate	• Research and analyse information and make recommendations based on relevant evidence • Identify issues that may hinder completion of tasks and find appropriate solutions • Be willing to seek out input from others and share own ideas to achieve best outcomes • Identify ways to improve systems or processes which are used by the team/unit
Results Demonstrate Accountability	Intermediate	• Take responsibility and be accountable for own actions • Understand delegations and act within authority levels • Identify and follow safe work practices, and be vigilant about their application by self and others • Be alert to risks that might impact the completion of an activity and escalate these when identified • Use financial and other resources responsibly
Business Enablers Project Management	Adept	• Prepare clear project proposals and define scope and goals in measurable terms

NSW Public Sector Capability Framework		
Group and Capability	**Level**	**Behavioural Indicators**
		• 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 Inspire Direction and Purpose	Intermediate	• Assist team to understand organisational direction and explain the reasons behind decisions • Ensure the team/unit objectives lead to the achievement of business outcomes that align with organisational policies • Recognise and acknowledge individual/team performance

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