

## NATURAL RESOURCE MANAGEMENT OR AGRICULTURAL EXTENSION TRAINEE

- Are you passionate about making a difference to the Great Barrier Reef?
- Are you passionate about Agriculture?
- Are you looking to widen your industry experience?

This is your opportunity to be mentored by experienced extension practitioners to develop the skills required to engage with primary producers and improve land management practices throughout the Great Barrier Reef Catchments.

### POSITION DESCRIPTION

<b>Program</b>	Agricultural Extension Work Placement Program	
<b>Position Title</b>	Agricultural Extension Trainee	
<b>Salary</b>	Salary Package of \$64,600 (including salary, superannuation and leave loading)	
<b>Incumbent</b>	This position is full time commencing on 1 May, 2019, ceasing on 30 April, 2020 (12 months duration only)	
<b>Location</b>	Herbert Cane Productivity Services Limited (HCPSL), Ingham	
<b>Reports To</b>	The Manager- Lawrence Di Bella	
<b>Key Relationships</b>	<b>Internal:</b>	Mentors, Host Organisation employees: <ul style="list-style-type: none"> <li>• Adam Royle, HCPSL Extension Agronomist</li> <li>• Leanne Carr, HCPSL WTSIP Extension Officer</li> </ul> HCPSL Board members
	<b>External:</b>	Landholders, other Trainees, Queensland Farmers' Federation, other HCPSL and extension staff.

### **Position Summary:**

The Queensland Government engaged the Queensland Farmers' Federation (QFF) to facilitate the Agricultural Work Placement Program, which aims to improve the capacity of up to six early career extension officers (Trainees). The program will enhance your extension skills as you assist in delivering agricultural and Natural Resource Management (NRM) projects with landholders in GBR catchments.

The program was developed in response to the third recommendation of the Great Barrier Reef Water Science Taskforce report that calls for more effective, targeted and coordinated extension to support large scale land management practice changes in the GBR catchments.

The focus of the position is on reducing the risk of excess nutrients, pesticides and sediments from agricultural runoff impacting reef water quality in the GBR catchments. The major agricultural industries in the Great Barrier Reef catchments include sugarcane, grazing, bananas, horticulture, grains and dairy.

The successful applicant will be hosted by Herbert Cane Productivity Services Limited (HCPSSL) and receive mentoring from experienced advisors, participate in relevant training, engage with growers and graziers, with the aim to expand their access to extension networks. It is anticipated that the Trainee will develop expertise in one or more of the following areas: land management, water quality, soil health, and nutrient and pest management.

### **Host Organisation and Work Location:**

HCPSSL offers a great opportunity for a recent graduate to gain experience and knowledge in crop agronomy, crop husbandry, precision agriculture and agricultural extension. The successful applicant will be working with a dynamic team of agronomists, extensionists and geospatial data specialists. The position is in tropical north Queensland between the World Heritage listed Great Barrier Reef and Rainforests.

### **Trainee Role & Responsibilities:**

The successful Trainee will work with HCPSSL to support landholders with land management practices that improve the quality of water entering the Great Barrier Reef.

The Trainee will:

- Increase their capacity to deliver Agriculture extension by working with landholders to facilitate change on their property that has social, productivity and environmental outcomes. This is achieved by helping people gain the knowledge and confidence required for practice change and providing support to ensure it is implemented effectively.
- Work with HCPSSL employees and their mentor to develop and implement a 12 month work program that supports landholders to adopt practices that improve water quality. This work program will need to be approved by both HCPSSL and QFF.
- Actively contribute to the design and delivery of their program, as well as to the design and delivery of extension activities under the guidance of their mentor.
- Complete a skills needs assessment. This will allow for activities specified in the work program to be tailored to the Trainee's needs.
- Attend designated training programs.
- Demonstrate skill development to the satisfaction of their mentor and meet agreed performance standards.
- Develop and implement a stakeholder engagement plan to proactively engage with internal and external stakeholders and create their own networks throughout the year.
- Undertake evaluation activities and participate in a public forum to report on outcomes of the program.
- Actively participate and potentially present at events and other forums as requested.

Trainees will be required to attend all training activities as per agreed work program, including:

- The induction workshop (to take place within the first two weeks of commencement).
  - The Australasia Pacific Extension Network (APEN) to be held in 2019.
  - A bus trip to expose the trainee to different extension practices.
  - The mid-year review workshop.
  - The final evaluation event.
- Complete selected University of Melbourne training modules for advisors or similar formal training activities.

### ***Specific HCPSSL Activities:***

- Assist and provide agronomy advice to the Herbert and Australian cane industry, through course training, one on one, group extension processes or nutrient management planning, (with guidance from the HCPSSL manager and mentors).
- Facilitate or assist with group extension activities which are aligned to the HCPSSL Strategic Plan and the Great Barrier Reef program.
- Assist and develop whole of farm plans consisting of nutrient, pesticide, variety and crop husbandry advice.
- Assist and delivery of one-one, group and social media extension delivery methods to HCPSSL's client base, especially concerning nutrient, pest and disease management.
- Assist the Geo-Spatial Data Systems work team with collection of soils data from its Dualem soil mapping device. The trainee will be involved with the generation of zonal soil management maps through the use of specialised GIS and precision agriculture software (with guidance from other HCPSSL staff).
- Assist field staff with the collection of trial data from HCPSSL managed trials on mixed fallow cropping, rotational cropping with sugarcane (soybean, rice, maize, cowpea, lablab, etc.), nitrogen, silica and specific pesticides.
- Responsible for the maintenance and operation of the HCPSSL website and Facebook account, with assistance from key HCPSSL staff. The trainee will develop and upload new extension materials in conjunction with other staff.
- To add value to data collected and managed by HCPSSL or affiliated partners like SRA.
- This role includes development and maintenance of key partnerships with cane farmers, harvester operators, Wilmar, other Productivity Services Groups, WTSIP, CSIRO, CRC HPS, SRA, universities, commercial chemical and fertiliser companies, other research/ extension organisations which are working on aligned HCPSSL programs or activities.

### **Eligibility Criteria:**

#### ***Essential***

To be eligible as a Trainee, candidates must:

1. Be a citizen or permanent resident of Australia.
2. Hold a 'Class C' Queensland driver's license.
3. Have completed studies in Agriculture, Science or Environment (minimum Certificate IV).
4. Be at the beginning of your career or a new entrant to the extension field with no more than two years of experience in extension or advisory services.
5. Have a passion for supporting growers and strive to develop strong interpersonal skills with clients.
6. Be willing to work with HCPSSL and across Cape York. It will be the Trainee's responsibility to organise relocation to the host organisation's office at their own cost. Applicants can indicate a preference to work in a particular area or with a specific commodity, however there is no guarantee that the request will be fulfilled.
7. Be able to commence work no later than 1<sup>st</sup> May 2019.
8. Be able and willing to travel throughout the HCPSSL region and the GBR Catchments as part of their work. This may include multiple days away at a time.
9. Actively participate in specified training and demonstrate competency in agreed key performance indicators.
10. Demonstrate capacity to work independently within a team environment.

11. High-level verbal communication skills and demonstrated networking skills.

***Desirable***

1. Demonstrated training in fields valuable to deliver Reef health outcomes is desired, such as land management, water quality, soil health, and nutrient and pest management.

**QFF and HCPSSL supports equal opportunity employment, Aboriginal people and Torres Strait Islanders are encouraged to apply.**

**Salary Package:**

- A salary approved by the HCPSSL Board and QFF.
- Access to an appropriate work vehicle, as a tool of the trade. This vehicle will come from the HCPSSL vehicle pool.
- A superannuation contribution of 11% - 9.5% SG award plus 1.5% extra
- Leave entitlement
  - 4 weeks annual leave per year with 20% leave loading
  - 10 days sick leave per year

**Selection Criteria:**

Applications will be assessed against the following criteria:

1. Level of skills and training and personal attributes that could be used to perform the role and improve land management practices. This includes demonstrated successful completion of studies in Agriculture, Science or Environment (minimum Certificate IV), as demonstrated by academic transcripts.
2. Demonstrated high-level communication skills and a strong ability to engage and build networks effectively.
3. Good understanding of the agricultural industry being applied for.
4. Thorough understanding of the importance of agricultural extension officers and the key attributes required to facilitate the improvement of land management practices and achieve improved water quality outcomes in a GBR catchment.

**Submitting an Application:**

Candidates are asked to submit the following information:

1. Current Curriculum Vitae (CV).
2. A Cover Letter (maximum two pages), or a 3-minute video clip that responds to the selection criteria and summarises why you should be considered for this role.
3. Proof of nationality or a permanent residence visa.
4. Certified copies of your academic record and academic transcript.
5. Two referee reports/letters that support your claims for the position. The references should address the selection criteria used by QFF to evaluate your application.

Please submit the above information to [milena@gff.org.au](mailto:milena@gff.org.au) by 5pm, 21 January 2019.

If you are submitting a video, please send a Dropbox link.

No additional information or attachments (such as images, diagrams, flow tables, etc.) should be included unless a prior arrangement has been made with QFF.

**Application and Assessment Cycle:**

The following sequence outlines the work placement cycle.

Event	Proposed Date
Call for trainee applications	December 2018-January 2019
Call for applications closes	21 January 2019
Shortlist applicants notified	February 2019
Interviews of shortlisted applicants	March 2019
Applicants advised of selection outcomes	End of March 2019
Proposed starting date	April/May 2019
Induction workshop completed and work program developed	15 days after commencement

These are tentative dates. You will be advised of any changes.

If you are successful, HCPSSL will contact you to discuss the details of your employment and contract. The details will be aligned to the grant agreement between HCPSSL and QFF, according to the provisions of the Deed of Funding Agreement from the Department of Environment and Science (DES).

**Further Information:**

For any queries related to the Pilot Agricultural Extension Work Placement Program contact Milena Gongora at [milena@gff.org.au](mailto:milena@gff.org.au) or phone (07) 3837 4733.

Below you will find some useful links about the project partners and relevant organisations.

[QFF](#)

[DES](#)

[Office of the Great Barrier Reef](#)

[Rural Jobs and Skills Alliance](#)

[Reef Alliance](#)

[HCPSSL](#)