



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 (GBR) catchments.

POSITION DESCRIPTION

Program	Agricultural Extension Work Placement Program	
Position Title	Agricultural Extension Trainee	
Salary	Salary Package of \$64,600 (including salary, superannuation and leave loading)	
Incumbent	This position is full time commencing on 1 May, 2019, ceasing on 30 April, 2020 (12 months duration only)	
Location	Sugar Research Australia, Bundaberg	
Reports To	SRA Regional Coordinator (South)	
Key Relationships	Internal:	James Ogden-Brown - Principal Mentor, SRA employees
	External:	Landholders, other Trainees, Queensland Farmers' Federation, other 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) by enhancing their skills in delivering agricultural and Natural Resource Management (NRM) projects with landholders in Great Barrier Reef (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 Great Barrier Reef (GBR) Catchments.

The focus 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 activities in the Great Barrier Reef catchments include sugarcane, grazing, bananas, horticulture, grains and dairy.

This Trainee will be hosted by Sugar Research Australia (SRA) and receive mentoring from experienced advisors, participate in relevant training, engage with sugarcane growers and 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:

SRA is an Industry-Owned Company that invests in and manages a portfolio of Research, Development and Adoption (RD&A) projects that drive productivity, profitability and sustainability for the Australian sugarcane industry which spans the six Great Barrier Reef catchments.

SRA is responsible for the direct provision of RD&A activities as well as the ongoing management and investment of funds received from industry levy payers and government for the benefit of the sugarcane industry and for the wider public good.

Based in Bundaberg, the Trainee will work with members of the SRA Adoption Team, their mentor and other industry service providers to support growers to improve and adopt land management practices that increase profitability and productivity of their farming enterprises and improve the quality of water entering the Great Barrier Reef.

Possible projects include:

- Cane farmer trials of enhanced efficiency fertiliser in the catchments of the Great Barrier Reef.
- Soldier fly management and Feeding behaviour of Soldier fly.
- Improved irrigation system selection and operation for increased sugarcane productivity and profitability.
- Farming systems - the most effective approach to increasing production in a profitable and sustainable way.
- Grub control - evaluating different options of control.
- Reducing harvest losses.
- Sugar Solutions – benefits of legume rotations with cane.
- Sub-soil amelioration.

Trainee Role & Responsibilities:

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

The Agricultural Extension Graduate 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 SRA and their mentors 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 SRA 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 Reef 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.

A more detailed Position Description for the role with SRA is available on request.

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. Be willing to work for SRA based in Bundaberg. It will be the Trainee's responsibility to organise relocation to the SRA Bundaberg office at their own cost.
6. Be able to commence work no later than 1st May, 2019.
7. Be able and willing to travel throughout a region and the GBR Catchments as part of their work. This may include multiple days away at a time.
8. Actively participate in specified training and demonstrate competency in agreed key performance indicators.
9. Demonstrate capacity to work independently within a team environment.
10. 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 SRA support equal opportunity employment, Aboriginal people and Torres Strait Islanders are encouraged to apply.

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:

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@qff.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
Trainee's Application 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 SRA will contact you to discuss the details of your employment and contract. The details will be aligned to the grant agreement between SRA 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@qff.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](#)

[SRA](#)