



Job Description

FARMING SYSTEMS SPECIALIST - ADOPTION OFFICER

**South Australian Drought
Resilience Adoption and
Innovation Hub**

PAHR180

FULL-TIME



1300 PINION
(1300 746 466)
www.pinionadvisory.com



Job Description

Position

Farming Systems Specialist -
Adoption Officer

Date

June 2022

Reports to

SA Drought Hub Director

Location

Roseworthy*, South Australia
*flexible / negotiated within Node locations

Employer

Ag Excellence Alliance

Classification

Full time
Contract until 30 June 2024

Background

The Ag Excellence Alliance (Ag Ex) was established in 2008 to develop stronger connections between South Australian grower groups, Landscape Board regions, researchers, funding bodies and industry. Ag Ex currently supports a network of 16 grower groups with a collective membership exceeding 2,500 farm enterprises.

The SA Drought Resilience Adoption and Innovation Hub is a collaborative initiative led by The University of Adelaide as part of the Federal Government's Drought Resilience Research and Adoption Program. The SA Drought Hub works in partnership with a network of major South Australian grower groups and universities, three tiers of government, advocacy groups, indigenous programs, agribusinesses, industry RD&E partners and other industry organisations. A total of 58 organisations and groups are aligned to the SA Drought Hub, demonstrating the broad coverage of partners and willingness to engage in our shared collaborative vision.

This extensive network will provide a beneficial platform to extend knowledge of drought resilience practices to the wider primary sector. Stakeholders will co-develop and deliver demand-driven activities and projects that focus on innovation and adoption to increase the social resilience of farmers and communities.

For more information on the South Australian Drought Resilience Adoption and Innovation Hub, please visit: <https://sadroughthub.com.au/> and Ag Excellence Alliance <https://agex.org.au/>.

Job Purpose

Reporting to the Hub Director, the Farming Systems Specialist - Adoption Officer provides an exciting opportunity to work in a nationally significant program and link research with activities that deliver enhanced drought resilience in farming systems. Ag Ex Alliance is contracted by the University of Adelaide to engage and support this position. The role will work closely with the grower group networks supported by Ag Ex Alliance.

The key attribute will be to facilitate the development of relationships and networks and to provide linkages and collaborative opportunities within the agricultural industry, with the aim of driving innovation and adoption of new practices and products that increase resilience to drought.

The Farming Systems Specialist - Adoption Officer will have a clear understanding of the integration of livestock and grains production in mixed broadacre farming, and how farming systems are evolving across SA. They will be able to work collaboratively with industry and assist

SA Drought Hub partners in the development and implementation of activities that have a farming system focus.

Key Relationships

The Farming Systems Specialist - Adoption Officer will integrate with Hub activities and be an integral part of the team including the Hub Knowledge Broker, Node Coordinators, Hub Director and Deputy Director. Other relationships will include key partners, and other stakeholders including research organisations, traditional owners, industry, government, community and commercial partners.

The officer will become a part of a state-wide network working closely with the Hub Knowledge Broker, Regional Node Coordinators, research organisations, reseller organisations and Farming Systems groups that are partners in the SA Hub.

The South Australian Drought Resilience Adoption and Innovation Hub is based at the University of Adelaide's Roseworthy campus and is supported by five Nodes, located at Minnipa, Port Augusta, Orroroo, Loxton and Struan. The Nodes are the shopfront where farmers can connect with drought resilience expertise to increase the adoption of drought resilience practices across the state.

Key Responsibilities

The most important outcomes of this position include:

Key Areas	Key Tasks and Responsibilities
Practice change, innovation adoption, improved drought resilience	<ul style="list-style-type: none"> <input type="checkbox"/> Directly deliver and support partners to awareness, knowledge, confidence and adoption of new drought resilient practices through the effective on-ground implementation of SA Hub projects. <input type="checkbox"/> Ensure projects are achieving outcomes and impacting the key stakeholders – farmers and their networks. <input type="checkbox"/> Drive uptake of new innovations on-farm/at local level for improved drought resilience, including guiding farmers to relevant knowledge, help translate that knowledge into on-farm adoption and explaining the benefits of innovation. <input type="checkbox"/> Assist in developing and facilitating appropriate networks among R&D providers and industry with the goal of supporting development of regionally coordinated approaches to extension and adoption.
Facilitate connection with the Drought Hub	<ul style="list-style-type: none"> <input type="checkbox"/> Develop relationships and networks and provide linkages and collaborative opportunities within the agricultural industry, with the aim of driving innovation and adoption of new practices and products that increase resilience to drought. <input type="checkbox"/> Ensure the SA Hub partners are connected with farmers, researchers, grower groups and other key networks and effective communication is achieved. <input type="checkbox"/> Collaboratively engage with industry and assist SA Drought Hub partners in the development and implementation of activities that have a farming system focus. <input type="checkbox"/> Provide a link between projects across the regional nodes to facilitate collaboration where there are distinct advantages in doing so. <input type="checkbox"/> Develop effective relationships with key researchers and where there are gaps in engagement, assist them in connecting with key projects and the groups delivering them. <input type="checkbox"/> Engage with other cohorts of people that work directly with farmers (resellers, private consultants) to inform and create increased

	<p>connections with those delivering drought hub projects.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Help to identify and engage individuals and hard to reach cohorts who could benefit from the services and support that could be provided by the Hub. <input type="checkbox"/> Provide feedback to the regional Hub about drought resilience needs and successful approaches in their region.
Project support and technical contributions	<ul style="list-style-type: none"> <input type="checkbox"/> Assist in reviewing project effectiveness and provide ongoing feedback to the project deliverers. <input type="checkbox"/> Provide guidance and support in ensuring projects are delivering effective extension messages and that key stakeholders, especially farmers and their key influencers, are well engaged in the projects. <input type="checkbox"/> Provide technical knowledge, skills and resources in the area of integration of livestock and grains production in mixed broadacre farming.
Information transfer	<ul style="list-style-type: none"> <input type="checkbox"/> Disseminate information about the Future Drought Fund (FDF) to relevant parties through a range of media (e.g. social media, face-to-face events, podcasts). <input type="checkbox"/> Support farmers to use the tools developed through the FDF (e.g., use DRSAT, undertake Farm Business Resilience training).
Workplace Health and Safety (WHS)	<ul style="list-style-type: none"> <input type="checkbox"/> Maintain a safe working environment, identify risks and implement corrective measures. <input type="checkbox"/> Communicate to the Hub Director when WHS issues or concerns arise. <input type="checkbox"/> Acknowledge and follow WHS policies and procedures.
Communication	<ul style="list-style-type: none"> <input type="checkbox"/> Provide accurate, prompt, professional, polite and timely communication to all required parties via email, phone and face to face. <input type="checkbox"/> Both internally and externally, communicate in a professional manner, at all times, to ensure the South Australia Drought Adoption and Innovation Hub and Ag Excellence Alliance is well represented. <input type="checkbox"/> Ensure confidentiality at all times.

Person Specifications

The Farming Systems Specialist - Adoption Officer will play an important role within the South Australian Drought Resilience Adoption and Innovation Hub to connect farmers and communities to support available from the Hub.

The role requires a person who is a collaborative, innovative, professional and who can listen, translate, and lead two-way engagement.

They will have the trust and respect of Hub partners and industry stakeholders, with skills to facilitate new relationships and networks, as well as build on existing networks for engagement and knowledge transfer.

They will require ability to source, interpret and disseminate technical information and have exceptional understanding of delivering effective extension.

The incumbent will work closely with the Director, Deputy Director and other Hub staff members and the wider leadership team to identify and lead the transfer of knowledge between stakeholders and researchers across the SA farming community and wider agricultural industry.

They will have the confidence and respect of existing networks with grower groups and researchers.

The Farming Systems Specialist - Adoption Officer will have some technical expertise in Research, Development, Extension, Adoption and Commercialisation.

Described below are the competencies and attributes required to perform the job.

Essential Competencies

- A minimum of 10 years working in the broadacre agricultural sector
- Technical understanding of agricultural production systems
- Understanding of the integration of livestock and grains production in mixed broadacre farming
- Proven experience in developing and implementing stakeholder engagement strategies to link people together and facilitate their interaction
- The ability to source academic research and other evidence and adapting it appropriate to the audience in order to help improve decision making
- Experience with facilitating the transfer and adoption of knowledge
- Outstanding communication and negotiation skills to engage at all levels and with a variety of stakeholders including research providers, policy influencers, key influencers of farmer decision making, and farmers
- Understanding the role of monitoring and evaluation in project delivery
- Computer skills – Microsoft suite of programs
- Experience in managing confidential documents and information
- Ability to work independently and manage multiple priorities effectively
- Communicating and working with and reporting to boards and committees

Desirable Competencies

- Reporting to funding organisations including government.
- Knowledge of R,D,E processes and pipelines for achieving on ground change
- Experience in indigenous engagement
- Confident presentation skills including at field days and seminars
- Extension project management skills
- Innovation and commercialisation knowledge

Attributes

- Ability to work unsupervised and be self-motivated
- Organisation and time management skills
- Good communicator
- Professional presentation of self and employer
- Ability to work in a small team
- Flexibility and willingness work in a dynamic work environment
- Honest and reliable
- Neat and tidy work habits
- Willingness to learn
- An outcome-focused work ethic
- Accurate and accountable

Qualifications

Described below are the qualifications that are required to successfully undertake this role.

Essential Qualifications

- ☐ Driver's licence
- ☐ University qualification in Agricultural Science, or NRM, or equivalent
- ☐ Current Australian work rights

Desirable Qualifications

- ☐ Technical agricultural training such as agronomy, research or consulting
- ☐ Training in extension or adoption
- ☐ Project management training

Other Information

- Benefits of working for Ag Excellence Alliance include:
 - Self-directed and independent role working across regional SA.
 - Diverse regions to work across i.e., the types of land systems, land management approaches, and variety of land managers.
 - Role diversity includes office work, field work and engagement with grower groups and other stakeholders.
 - Vibrant and enthusiastic not-for-profit organisation with a clear vision for the future.
- This position will be a contract role:
 - It will deliver against the 3-year program within the Federal Government's
 - The probation period will be 3-months with monthly reviews followed by six-monthly post-probation.
 - On completion of probation, a contract until 30 June 2024 will be offered. ◦ The position will cease 30 June 2024.
- The operation base for the right candidate is flexible, but preferably will be in close proximity to one of the five regional nodes.
- This role covers all regional areas of South Australia and requires extensive intrastate and interstate travel.
- The role will commence ASAP; ideally July 2022.

Remuneration Package

The package will include:

1. Relocation expenses.
2. Access to office facilities at the SA Hub Head Office at Roseworthy, or one of the Node offices across the state. Mobile phone and laptop provided.
3. Salary indicative range of \$90,000 - \$110,000 per year.
This will be negotiated based on skills and experience of candidates.
4. 10.5% superannuation as per the Superannuation guarantee.
5. Four weeks annual leave.
6. Vehicle for work use with limited private use (as per policy).

Application Process

To be considered for shortlisting, candidates are required to provide a written application including the following:

- A. A detailed current resume
- B. Contact details for at least two work related references
- C. Response to the following statements:
(1 - 2 paragraphs for each statement will be adequate.)
 - 1) Outline your motivation to apply for this role and why you are the most suitable applicant.
 - 2) Describe your skills and experience in the broadacre agriculture sector including work specific in research, development, extension or adoption space.
 - 3) Describe your knowledge or and/or experience working with SA ag networks such as farming group, researchers and stakeholders.
 - 4) Provide an example of when you have sourced technical information/research and then communicated it in a manner which aided decision making or result in adoption.
(What was the topic, what role did you play, who was the audience, and how did your role aid the decision making)
 - 5) Provide an example of when you developed and implemented a stakeholder engagement strategy
(Who were the stakeholders, what was the strategy you used and outcome/s).

Candidates who do not provide all these items will not be considered for an interview. Please submit your application as one document rather than multiple attachments, thank you.

This recruitment process is being supported by Pinion Advisory.
All enquiries and applications will be confidential.

Please email applications to:
Carlyn Sherriff, Pinion Advisory
hr@pinionadvisory.com

Applications close 12pm, Thursday 16 June 2022.

Please quote **PAHR180** in all communication about this vacant position.

For enquiries please call:

Carlyn Sherriff (Pinion Advisory)	1300 746 466
Mark Stanley (Ag Ex)	0427 831 151

An interview process will follow. Applicants will be telephoned and advised of an interview date if they have been selected.