POSITION DESCRIPTION

Position Title: Dairy Unit Supervisor
Organisation Unit: Office of the Director of Gatton Campus – Farms Unit
Position Number: 3021032
Type of Employment: Continuing – Full Time
Classification: Hew Level 6

THE UNIVERSITY OF QUEENSLAND

The University of Queensland (UQ) contributes positively to society by engaging in the creation, preservation, transfer and application of knowledge. UQ helps shape the future by bringing together and developing leaders in their fields to inspire the next generation and to advance ideas that benefit the world. UQ strives for the personal and professional success of its students, staff and alumni. For more than a century, we have educated and worked with outstanding people to deliver knowledge leadership for a better world.

UQ ranks in the world’s top universities, as measured by several key independent ranking, including the Performance Ranking of Scientific Papers for World Universities (43), the US News Best Global Universities Rankings (52), QS World University Rankings (47), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (65). UQ again topped the nation in the prestigious Nature Index and our Life Sciences subject field ranking in the Academic Ranking of World Universities was the highest in Australia at 20.

UQ has an outstanding reputation for the quality of its teachers, its educational programs and employment outcomes for its students. Our students remain at the heart of what we do. The UQ experience – the UQ Advantage – is distinguished by a research enriched curriculum, international collaborations, industry engagement and opportunities that nurture and develop future leaders. UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other in the country and attracting the majority of Queensland's highest academic achievers, as well as top interstate and overseas students.

UQ is one of Australia’s Group of Eight, a charter member of edX and a founding member of Universitas 21, an international consortium of leading research-intensive universities.

Our 50,000-plus strong student community includes more than 13,000 postgraduate scholars and more than 12,000 international students from 144 countries, adding to its proud 240,000-plus alumni. The University has about 7,000 academic and professional staff and a $1.8 billion annual operating budget. Its major campuses are at St Lucia, Garston and Herston, in addition to teaching and research sites around Queensland and Brisbane city. The University has six Faculties and four University-level Institutes. The Institutes, funded by government and industry grants, philanthropy and commercialisation activities, have built scale and focus in research areas in neuroscience, biomolecular and biomedical sciences, sustainable minerals, bioengineering and nanotechnology, as well as social science research.
UQ has an outstanding track-record in commercialisation of our innovation with major technologies employed across the globe and integral to gross product sales of $11billion+ (see http://uniquest.com.au/our-track-record).

UQ has a rapidly growing record of attracting philanthropic support for its activities and this will be a strategic focus going forward.

Organisational Environment

In 1990, The University of Queensland merged with the Queensland Agricultural College, which saw the establishment of the University’s Gatton Campus. It hosts a number of degree programs in agricultural and veterinary sciences, in addition to research centres and a wide range of facilities to support teaching and research in agriculture and veterinary sciences. Engagement with the local community is a critical element of the philosophy and activities of the Campus. Effort to promote innovation on the Campus is another key feature of UQ Gatton, as is a focus on sustainability.

The Campus offers an extremely broad range of qualifications from vocational to undergraduate to postgraduate and research higher degrees. The programs delivered from the Campus are in disciplines such as agriculture, animals, agribusiness and veterinary science, involving issues such as climate change, feeding a growing population, biosecurity, and diminishing natural resources. As a result, UQ Gatton is a large and complex campus, predominantly a rural setting with working farms and dairy, as well as Halls of Residence, advanced research facilities and contemporary teaching spaces, from traditional lecture theatres to those designed to teach animal sciences.

The Office of the Director, Gatton Campus is responsible for ensuring the smooth and effective operations of the Gatton Campus of The University of Queensland, supporting academic teaching, research and community programs. The Director's portfolio includes responsibility for the Gatton Dairy, Piggery, Equine Unit, Cropping Unit, Grazing Animal Unit, Queensland Animal Science Precinct, UQ-GVEC and the Halls of Residence in addition to administration functions and WH&S.

The University of Queensland Gatton Farms is located on the UQ Gatton Campus. The farms cover 1054 hectares and includes a dairy, piggery, poultry unit, sheep and goat herd, horticultural fields, plant nursery, post-harvest facilities, research laboratories and greenhouses, and an extensive range of plant and farm machinery. UQ Gatton Farms is spread across two locations. The main area of activities is on the Gatton Campus with another farm, Darbalara located 10 kilometers from the main campus.

The Gatton Research Dairy is a joint initiative of the University of Queensland and the Queensland Government Department of Agriculture and Forestry. It is operated to support the University’s teaching and research programs with a predominately Holstein Friesian dairy herd. Each year more than 1 million litres of milk is produced, from approximately 300 cows, which is sold to NORCO The production system is comprised of a partial mixed ration based on silage which is fed using a mixer wagon, and grazing of temperate and tropical pastures

Information about the Farms Unit may be accessed on the Campus web site at http://www.uq.edu.au/gatton/ug-gatton-farms
Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is available at - http://www.uq.edu.au/current-staff/working-at-uq

DUTY STATEMENT

Primary Purpose of Position

To supervise the operations of the Dairy Research Unit including herd management, facilities and staff.

Duties

Duties and responsibilities include, but are not limited to:

- Coordinate the operations of the Dairy Research Unit in consultation with the Farms Manager.
- Input into the development of a business plan with a five year time horizon for the Dairy Research Unit, including formulation and reporting of KPI's.
- Manage the resources of the Dairy Research Unit including land, staff, finance, machinery, water, buildings and livestock.
- Maintain required physical and financial records
- Prepare annual reports detailing the performance of the Dairy Unit and other reports as requested.
- Assist with the development of an annual program and budget for the Dairy Research Unit and implement and monitor the program. Maintain an awareness of current budgetary and financial policies, procedures, regulations and legislation and ensure their implementation and compliance within the Office of the Director Gatton Campus.
- Supervise staff in the Dairy Research Unit.
- Provide and organise teaching and research support to academic and research staff and postgraduate students and assist with and supervisor the practical components of undergraduate courses as agreed with the Farms Manager.
- Provide logistical and technical support for research projects.
- Prepare animal ethics applications as directed by the University of Queensland
- Develop and maintain industry contacts through involvement in dairy industry organisations and related activities.
- Responsible for Quality Assurance and recording systems including DairyPlan, PAM, HFAA and Chemwatch programs and for ensuring research programs are appropriately costed.
Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including but not exclusive to:

- the University’s Code of Conduct
- requirements of the Queensland occupational health and safety (OH&S) legislation and related OH&S responsibilities and procedures developed by the University or Institute/School
- the adoption of sustainable practices in all work activities and compliance with associated legislation and related University sustainability responsibilities and procedures
- requirements of the Education Services for Overseas Students Act 2000, the National Code 2007 and associated legislation, and related responsibilities and procedures developed by the University

Organisational Relationships

The position reports to the Farms Manager.

SELECTION CRITERIA

Essential

- A degree in a relevant discipline (Agricultural Science, Applied Science, Veterinary Science or equivalent) with relevant experience, and knowledge and skills in dairy cattle management and agriculture practices or equivalent relevant experience.
- Previous experience in the management of a commercial dairy farm or research dairy.
- Sound knowledge of dairy cattle husbandry, breeding, nutrition, health, behaviour and a commitment to quality service, processes and production.
- Sound knowledge of the operation and maintenance of milking plant with an ability to formulate rations for the various dairy cattle systems.
- Competency in the use of spreadsheets and computer based herd recording systems.
- Knowledge of the dairy industry structure, regulation and marketing, irrigated and dry land pasture and fodder crop production.
- Demonstrated ability to independently undertake physically demanding fieldwork.
- Knowledge of regulations governing animal welfare and the ethics for the use of animals for production, teaching or research.
- Knowledge of occupational, health and safety issues affecting rural workplaces.
- Experience in the development and management of budgets
- Demonstrated commitment to the requirements and culture of animal teaching and research.
- Experience in the management of staff with the ability to work effectively within a small team.
• High level written and oral communication skills including the ability to relate well to colleagues including teaching and research staff of both internal and external to The University of Queensland.

• High level of organisational skills, including the ability to prioritise competing work demands

Desirable

• Possession of or the ability to obtain Chemcert accreditation in Agriculture and veterinary chemicals, a commercial operator’s licence issued under the ACDC act and a front end loader ticket.

• A, B and C class motor vehicle licenses and a Certificate of Competency in the operation of a front end loader and fork lift or the willingness to obtain within three (3) months of appointment.

The University of Queensland values diversity and inclusion and actively encourages applications from those who bring diversity to the University. Please refer to the University’s Diversity and Inclusion webpage (http://www.uq.edu.au/equity) for further information and points of contact if you require additional support.

This role is a full-time position; however flexible working arrangements may be negotiated.

Accessibility requirements and/or adjustments can be directed to the contact person listed in the job advertisement.