POSITION DESCRIPTION

Position Title: Farm Manager - Crops
Organisation Unit: Office of Director Gatton Campus, Faculty of Science
Position Number: TBA
Type of Employment: Fulltime Fixed-Term
Classification: HEW Level 8

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 CWTS Leiden Ranking (32), the Performance Ranking of Scientific Papers for World Universities (40), the US News Best Global Universities Rankings (42), QS World University Rankings (47), Academic Ranking of World Universities (54), and the Times Higher Education World University Rankings (66). Excluding the award component, UQ is now ranked 45th in the world in the ARWU, and is one of the only two Australian universities to be included in the global top 50.

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 53,000-plus strong student community includes more than 16,400 postgraduate scholars and more than 17,000 international students from 135 countries, adding to its proud 260,000-plus alumni. The University has more than 6,600 academic and professional staff (full-time equivalent) and a $2.15 billion annual operating budget. Its major campuses are at St Lucia, Gatton 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+.

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

**Organisational Environment**

The Faculty of Science is recognised as a powerhouse for some of the world’s leading scientists, teachers, science programs and commercial outcomes. The Faculty is one of the largest Science groupings in Australia, with approximately 1100 (equivalent full-time) staff, and about 7500 (equivalent full-time) students. Throughout its Schools and Centres, the Faculty unites the disciplines of agriculture and animals, biomedical and biological sciences, chemistry, earth sciences, food sciences, geography, marine science, maths and physics, the environment and veterinary science. With strong links between the enabling and applied sciences, UQ researchers and graduates are working on a wide range of ground-breaking projects from the molecular characterisation of drug resistant bacteria that affect piglets through to finding better treatments for illness and rehabilitation of the environment. Information about the Faculty may be accessed on the Faculty’s web site: [http://www.science.uq.edu.au/](http://www.science.uq.edu.au/)

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 run from the Campus are in disciplines such as agriculture, animals, veterinary science, food or the environment 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 Unit, Equine Unit, Cropping Unit, Grazing Animal Unit, UQ-Skills and the Halls of Residence in addition to administration functions and OH&S.

Information about the Gatton Campus can be found at [https://gatton.uq.edu.au/](https://gatton.uq.edu.au/)

**Diversity and Inclusion**

The Faculty recognizes and values equity and diversity, and encourages applications from any individual who meets the requirements of this position irrespective of gender, sexuality, race, ethnicity, religion, disability, age or other protected attributes. The Faculty strives to
provide an inclusive working environment, and along with the University is committed to supporting staff with family and caring responsibilities by providing policies, programs and initiatives to help balance work and family responsibilities.

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](http://www.uq.edu.au/current-staff/working-at-uq)

DUTY STATEMENT

Primary Purpose of Position

This position will be responsible for managing the Cropping and Crop Research Units on the Gatton campus and other relevant sites. The Crop Research Unit (CRU) is used by students, researchers and commercial companies to conduct field trials and operates on a fee for service basis. The Cropping Unit (CU) is responsible for feed and fodder production and to support teaching and research. This position will be responsible for the overall management of both CRU and CU and is expected to provide advice and expertise to service client needs in the execution of their trials and research projects. The position will also be responsible for the management of cropping facilities and equipment as well as ensuring the provision of services of the highest quality to meet teaching, research and commercial needs.

Duties

Duties and responsibilities include, but are not limited to:

**Farm Management**

- Overall management of UQ Farms cropping activities including irrigation and water management, land preparation, OGTR protocols etc to ensure timely and high quality crops are produced in a commercially effective manner
- Ensure that each farm unit (CRU and CU) provides a high quality service that meets the necessary service and compliance standards for the teaching and research needs of academic clients, government agencies, Industry and private sector clients.
- Active management of client relationships including development of new relationships and business opportunities
- Liaise with animal production units to enable effective planning for crop/fodder/feed production for on-campus production animals and animal research trials
- Monitor and enhance quality assurance programs
- Develop an annual staff plan and maintain an effective working roster based on the cropping and trial plans.
- Contribute to budget processes and ensure finance procedures are carried out in a timely manner.
- In collaboration with the Faculty of Science Finance Advisory Team, provide input to the preparation of annual programs and budgets for each unit, prepare a consolidated annual operating program and budget and ensure that procurement procedures are completed appropriately
• Review and apply an approved fee model in consultation with the Faculty Finance Manager and Research Infrastructure Directorate
• Management of staff including staff supervision, professional development and performance management. Ensuring that all staff have the appropriate level of training to perform their role and that they have the required licences/certificates.

Field Research, Crop Production and Teaching Support Services
• Provide high level technical and agronomic advice and support to academic and research staff and students.
• Provide technical advice to staff, students and external clients in laying out trials and research activities relative to soil types and irrigation capability.
• Support field based teaching and research and external client trials through consultation and provision of farming services including procurement, land preparation, weed control, sowing of crops, irrigation, harvesting and threshing.
• Liaise with internal researchers and external research organisations in relation to the conduct of crop research trials.
• Regular liaison with research trial CI's to ensure the effective conduct of trials, including any post-trial reporting and feedback

Strategic planning and advice
• In collaboration with the Production Animal Manager and reporting to the Gatton Land Management Group, develop longer-term planning for the crop units, ensuring that clear academic and commercial goals are developed.
• Provide strategic advice to the Campus Director and Gatton Campus Executive Committee on major issues affecting or relating to the crop units on the Gatton campus or associated activities.

Compliance
• Establish and maintain safe work procedures in accordance with relevant UQ and Gatton Campus procedures and statutory guidelines.
• Ensure compliance with a range of legislation, policies and procedures including biosafety, biosecurity, WHS and OGTR (particularly as they relate to the conduct of GMO trials)
• Ensure that the conduct of trials is in accordance with all relevant Quality Assurance requirements.
• Post-trial reporting and seeking feedback on the conduct of trials.

Facilities and Asset Management and Planning
• Exercise overall responsibility for the reliable operation and maintenance of farm facilities, machinery and other farm assets at the Gatton Campus and related sites, including asset replacement planning and maintenance scheduling.
• Contribute to a long term plan to improve land and water infrastructure and exercise responsibility for the efficient usage of water and ensure compliance with the relevant water management plan and water allocation.
• Foster cross-utilisation of facilities and equipment between the farm units.
Any other duties as reasonably directed by your supervisor

**Other**

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 Director, Gatton Campus, Faculty of Science and will be based at the Gatton Campus. Some travel to St Lucia or other remote sites for training and work purposes may be required from time to time.

**SELECTION CRITERIA**

- Qualifications and training equivalent to a postgraduate degree in a relevant discipline with extensive subsequent work experience in agriculture, horticulture, agronomy or related area; or an equivalent combination of relevant experience and/or education/training.
- Demonstrated experience in a senior role in a research organisation involving field-based crop research or demonstrated understanding of the issues and operations of a plant research facility.
- Demonstrated knowledge, experience and skills in operating farm machinery, pest control, crop production, irrigation and fertiliser application, and an ability to communicate and train others in these techniques.
- Demonstrated scientific and technical knowledge and experience in the areas of agronomy, horticulture, and/or crop production.
- Knowledge of animal and plant biosecurity and the legislative requirements within which UQ Gatton operates, or the ability to rapidly acquire such knowledge.
- Demonstrated leadership ability, in particular experience in leading, motivating and developing teams to achieve operational objectives.
• Strong business acumen skills with focus on developing new business opportunities and effectively managing costs and resources.

• High level communication and interpersonal skills including demonstrated ability to liaise and consult with people at all levels and from different disciplines.

• High level planning and problem solving skills.

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.