



Associate Professor or Professor in Agricultural Science

July 2024

UNIVERSITY of TASMANIA —



Tasmanian Institute of Agriculture

Message from the Vice Chancellor

Welcome to the University of Tasmania. Two things shape our University in powerful ways – people and place.

I welcome your interest in the role of Professor in Agricultural Science, a key leadership position at the University of Tasmania.

We are not just a University of Tasmania, we are a University for Tasmania. Tasmania is a very special place, and the University has a mission to work with people across the island to create a truly sustainable and equitable society. We hope it might even be a model that others around the world find inspiring.

Our place is unique in many ways: a place surrounded by great oceans that reach to the Antarctic, we live beneath a distinctive sky, with special soils and unique geology, with remarkable flora and fauna. For all that there is to celebrate about this island, there is also history with tragedy here. As a University, we do not shy away from this.

We are a University committed to transforming the grave wrongs of the past. We know that the traditional owners of this land are amongst the most resourceful people in human history. We must listen to them and learn from them. Their unique living knowledges can help shape the future. If this is a mission that you too wish to embrace, we offer you the opportunity to make a real difference to Tasmania and the world as our new Professor in Agricultural Science.

If you join us you will come to a place where the value of community, of connections and care for others, are qualities cherished across the island.

At the centre of what we do are our people. They deliver across a wide range of functions both in teaching and research and across operational support areas. Our staff are diverse

in background and experience, but all make an important and valued contribution to this University community.

At the University we want our people to thrive, grow their careers, feel welcome and valued. This University community is one where people are recognised for their contributions, along with the experience and knowledge they bring. Here, every individual matters.

We want to attract and retain talented people who share our values and are inspired by our mission. We want all staff to feel that they are doing meaningful work and are adding value. Ours is a shared endeavour where we want every individual to feel that that they are making genuine contributions to the positive experience of our students and colleagues, the overall success of the University, and ultimately to Tasmania and beyond these shores. It is here that the Professor's work will be so important.

I hope the information in this document helps you understand how you, as the potential Professor in Agricultural Science could make a deeply impactful contribution to our University and to Tasmania. Again, I welcome your interest and encourage you to consider this opportunity.

Professor Rufus Black, Vice-Chancellor



Position Summary

Position Title	Associate Professor or Professor in Agricultural Sciences
College/Division	College of Science and Engineering
School/Section	Tasmanian Institute of Agriculture
Classification	Academic Level D / E
Reports to	Director, Tasmanian Institute of Agriculture
Direct reports	12 balanced learning & teaching, and research academics
Budget	N/A
Delegation level	C



The Opportunity

- The Tasmanian Institute of Agriculture (TIA) is a specialist institute at the University of Tasmania with a mandate to deliver research, industry development and education for the agri-food industry of Tasmania.
- Our mission is to enable Tasmanian food producers and processors to accelerate primary sector productivity while maintaining and improving Tasmania's land and water quality for future generations.
- TIA delivers international quality research, industry development, extension and education programs, with strong links to key stakeholders in industry. TIA's mandate is derived

from the Joint Venture Agreement between the Tasmanian Government and the University of Tasmania.

- In this position you will line manage our balanced academic staff in Launceston, mentoring their practice in both learning and teaching and research, as well as the nexus between the two.
- Through collaborative initiatives across the Institute, you will foster student engagement and retention for the Launceston campus.
- Additionally, you will contribute to our teaching program, further the development of your research, and support the Director of the Institute as a member of the TIA Leadership Team.



The University of Tasmania

In 1890, the University was founded with a very important purpose. Through academic excellence, we seek to make our home and the world a better place. Working together with the communities we are a part of on this island, we are achieving the extraordinary.

The character of our island home shapes the way we do this. Isolation and a small population have always required us to work harder. The finite qualities of islands remind us that ecologically and socially we need to be a sustainable place; we must work with ecosystems, not against them, and the definition of a community provided by our island's watery boundaries reminds us that we must work together.

Solving unique problems in unique ways is a part of who we are here on this island. Here, success takes a quiet determination and adaptability.

In turn, this makes us broader-minded, and multi-skilled thinkers who are creative and independent problem solvers. The qualities we find in this place and in our people sees our institution generate powerful and unique ideas for and from Tasmania.

Our unique setting and the challenges we face here mean that we go beyond creating places of learning. We strive to stimulate economic growth, lift literacy, improve health outcomes for Tasmania and nurture our environment as it nurtures us.

We welcome enquiring minds, from near and far, to join us in our pursuit of the extraordinary.



The Tasmanian Institute of Agriculture

The Tasmanian Institute of Agriculture (TIA) is a leading agricultural research, industry development and education provider. TIA was established in 1997 as a joint venture between the University of Tasmania and the Tasmanian Government.

Our vision is to enable Tasmanian food producers and processors to accelerate primary sector productivity while maintaining and improving land and water quality for future generations.

Our research portfolio spans agricultural systems, food safety and innovation, horticulture, and livestock production.

Close relationships across the agriculture and food value chain at a local, national and

international level ensure we are connected with stakeholders and that our research and education priorities support industry needs and aspirations.

TIA is headquartered at the University's Newnham campus in Launceston in the north of Tasmania. Other facilities are located at Hobart and Burnie.

We have two research farms located in the state's north-west, the Dairy Research Facility at Elliott and the Vegetable Research Facility at Forthside. These have recently undergone a multi-million-dollar upgrade and are equipped with technology to support research, education and industry development.



Tasmanian Agricultural Precinct

A major project is underway to build a research and education facility for agricultural science in northern Tasmania.

The facility has been purpose-designed to enable high-impact and commercially relevant research and specialised teaching for agriculture science.

Features include 800m² of state-of-the-art glasshouses, polytunnels, retractable netted and shade areas, as well as an extensive area for in-ground trials.

The \$30 million-dollar project will form part of the new Tasmanian Agricultural Precinct at the University's Newnham campus.

The Tasmanian Agricultural Precinct will enable the co-location of TIA, the Department of Natural Resources and Environment Tasmania, and industry organisations.

We are combining agricultural science and research, water management, industry development and biosecurity functions to create a focal point for collaboration and excellence in Tasmania.



Accountabilities and Outcomes

Purpose

- Make a very substantial and sustained contribution to the University in achieving its strategic objectives and fulfilling its operational responsibilities
 - Undertake high-quality research of internationally leading standing, secure external competitive and other funding, publish research findings and successfully supervise research higher degree students to completion, in order to meet and regularly exceed the University's research performance expectations for an Academic Level D or E.
 - Undertake scholarly undergraduate and postgraduate coursework teaching of a leading quality and provide leadership in key areas of learning and teaching in the discipline.
- Lead the TIA academics in Launceston by building teams and fostering excellence in learning and teaching, delivering internationally leading research and supporting the career development of more junior staff.
- Provide leadership in the development and maintenance of productive and effective links inside the University and locally, nationally and internationally with the discipline, relevant interdisciplinary domains, profession, industry and/or wider community.
 - Undertake other duties as assigned by the supervisor.
 - Regular travel between campuses to deliver teaching and learning outcomes.



Success profile

Personal Attributes

Innovative

Able to produce new ideas and implement radical solutions. Readily applies theories and concepts to form strategies and navigate future trends.

Leader

An engaging people leader with exceptional communication skills; a proven ability to build strong working relationships and a commitment to developing team members, helping them reach their full potential.

Inquisitive

Readily takes up opportunities to learn and acquire new skills and is able to identify issues and make intuitive judgements.

Collaborative

Enjoys interacting with other people and effectively establishes rapport by putting others at ease. Effectively promotes achievement and recognition.

Outcomes focused

Puts our students, staff, researchers, and partners at the heart of every decision, genuinely seeking to diligently improve their experience with care and empathy.

Resilient

Authentic and constructive personality with a demonstrated ability to stay calm under pressure and adept at calming others and resolving conflicts.



Core capabilities

Strategy into action

Able to set, operationalise and activate strategy into specific actions, timelines and responsibilities to enable the University to deliver on key strategic goals.

Student Focus

Able to bring the student experience lens to all work activities, contributing to outcomes that evoke student curiosity, interest and passion for disciplinary knowledge and skills.

Staff Focus

Able to work in a people-centric way and shape an environment that provides staff with the systems and processes they need to enable them to thrive.

Innovation Management

Effectively facilitates idea generation within and across teams. Brings cohorts of people together to incubate ideas from concept to design to implementation. Fosters and enables safe spaces for creative thinking and contribution.

Continuous Improvement

Continuously finds ways to improve and simplify processes, systems and practices to deliver improved outcomes for our students, staff and community by utilising practices.



Role specific skills, knowledge and experience

- A PhD in a relevant field of the Agricultural Sciences.
- A substantial record in, and continuing commitment to, research that has achieved international recognition and made innovative, and sustained contributions to one of the disciplines of Agricultural Science, demonstrated by a very strong record of high-quality publications, presentations at conferences and success in securing extensive external competitive and other funding.
- A very substantial record of successful research higher degree student supervision and completions.
- Extensive experience and demonstrated achievement in University-level learning and teaching with capacity to deliver to strategic initiatives.
- Proven ability as an academic leader, with a record in team building and creating effective working relationships, capacity to foster excellence in research and teaching, and capacity to manage, nurture and facilitate career development of staff.
- Extensive demonstration of academic leadership which fosters culture that is aligned with the UTAS values and behaviours.
- An extensive demonstrated capacity to build and maintain effective and productive links locally, nationally and internationally with the discipline, profession, industry (where relevant) and wider community.
- Demonstrated leadership in workplace health and safety to ensure wellbeing for staff, students and stakeholders.



Qualifications and Licences

Current driver licence

A PHD in relevant field of Agricultural Sciences

Other requirements

To be eligible for this position, you are required to hold Australian or New Zealand Citizenship, permanent residence or a valid visa that enables you to fulfil the requirements of this role.

Workplace health and safety

All staff will assist the University to create and maintain a safe and healthy work environment by working safely, adhering to instructions, and using the equipment provided in accordance with safe operating procedures. Where appropriate, staff will initiate and participate in worksite inspections, accident reporting and investigations and develop safe work procedures.

All supervising staff are required to implement and maintain the University's WHS Management System in areas under their control, ensuring compliance with legislative requirements and established Policies, Procedures and Guidelines and, provide the appropriate information, instruction, training and supervision

Staff will inform their supervisor of any unsafe working practices or hazardous working conditions.

COVID-19

The University of Tasmania recognises that it is critical for the workforce at the University to protect the safety of our workforce and vulnerable Tasmanians. Applicants for this role must be prepared to provide evidence of Covid-19 vaccination as a condition of employment.

Statement of values

We subscribe to the fundamental values of honesty, integrity, responsibility, trust and trustworthiness, respect and self-respect, and fairness and justice. We bring these values to life by our individual and collective commitment to:



Creating and serving shared purpose



Nurturing a vital and sustainable community



Focusing on opportunity



Working from the strength diversity brings



Collaborating in ways that help us be the best we can be



The Tasmanian Lifestyle

Tasmania offers a living experience unlike any other. Here, you can go from the world's wildest art festivals to world heritage wilderness – all within a day.

Tasmania is 42 degrees south of the equator. Its dramatic coastlines, rugged mountains, spectacular wilderness, sparkling highland lakes and beautiful beaches make Tasmania one of the best places in the world to live and work.

Tasmania is currently undergoing a renaissance, with burgeoning tourism, cultural and culinary pursuits making the island one of the most popular places to visit in the country.

Tasmania's lively cultural scene gets stronger each year, and its year-round festivals draw visitors from across

Our campuses put you in the heart of our bustling cities and amongst a creative, diverse and welcoming community.

Australia and beyond. Indeed, Tasmania has more poets, musicians, writers, and artists per head of population than any other state in Australia.

Tasmanians breathe the world's cleanest air, drink pure water and grow mouth-watering produce from rich, fertile soils. They are also outstandingly resourceful and generous, applying their creativity and design skills to artistic endeavours, scientific research, and the production of a unique array of goods and services which they are eager to share with others across the island, Australia and the world.



How to apply:

If this role is of interest, we look forward to hearing from you.

- Please provide your up-to-date resume,
- A one-page cover letter outlining your motivation and overall suitability for the role.
- In addition, in a separate document, please account for your capabilities and alignment to the criteria outlined in the 'Role specific skills, knowledge and experience' section.
- If you wish to have an informal discussion about the role, please contact Professor Michael Rose, Director of the Tasmanian Institute of Agriculture m.rose@utas.edu.au

Applications close Sunday 28 July 2024

Learn more:

Visit our website to read more discover your exciting future.

<https://www.utas.edu.au/tia>