

Senior Adoption Officer - Extension

College/Division	College of Sciences and Engineering
School/Section	Tasmanian Institute of Agriculture
Location	Launceston
Classification	HEO8
Reporting line	Reports to the Hub Director, TASAg Innovation Hub

Position Summary

The University of Tasmania is building a vision of a place-based University with a mission to enhance the intellectual, economic, social and cultural future of Tasmania, and from Tasmania, contribute to the world in areas of distinctive advantage. The University recognises that achieving this vision is dependent on the people we employ as well as creating a people-centred University that is values-based, relational, diverse, and development-focused.

The TASAg Innovation Hub (the Hub) is a large and complex program sponsored by the Department of Agriculture, Water and the Environment (DAWE) under the Commonwealth's [Future Drought Fund](#) (FDF) program. The scope of the Hub expanded beyond drought issues (see [Media Release](#)) in line with the National Agricultural Innovation Policy Statement (October 2021). The advertised role is primarily to service activities within the Hub contributing to drought resilience.

The Hub is administered by the University of Tasmania who have formed a consortium with major regional players. Together, we are creating an engagement, learning and innovation platform from the ground up to integrate the work of farmers, researchers, local entrepreneurs, traditional custodians, practitioners in natural resource management, industry and community developers. The Hubs represent a new way of organising the key functions of research, development and extension within the agricultural innovation system in Australia through co-design and co-creation of relevant, evidence-based solutions.

The Senior Adoption Officer – Extension will work with the Hub's operational team. The team of Adoption Officers – Extension will apply co-design and participatory approaches to facilitate the uptake of new innovations on-farm/at local level for improved drought resilience. They will guide farmers to relevant information or tools, helping translate the knowledge of others to support on-farm adoption and by explaining the benefits of innovation. The Senior Adoption Officer - Extension role will engage effectively with the Hub's Lead Knowledge Broker and will contribute to Monitoring, Evaluation and Learning (MEL) to recognise and ensure the effective adoption of innovation in the sector.

Reporting directly to the Hub Director, the position will sit within the [Tasmanian Institute of Agriculture](#) - a joint venture between the Tasmanian Government and the University of Tasmania that supports sustainable agricultural and food sectors through high-impact research, development, extension and education.

We are an inclusive workplace committed to 'working from the strength that diversity brings' reflected in our Statement of Values. We are dedicated to attracting, retaining and developing our people and are committed to inclusive principles. We celebrate the range of diverse assets that gender identity, ethnicity, sexual orientation, disability, age and life course bring. Applications are encouraged from all sectors of the community. Tell us how we can make this job work for you.



What You'll Do

- Supervise, train and mentor a small team of Adoption Officers – Extension to facilitate participatory approaches and uptake of new innovations on-farm/at local level focusing on improved drought resilience and agricultural innovation
- Develop and maintain an understanding of Hub-supported on-ground activities and the communities supporting them, and provide feedback to the Hub and Knowledge Broker about drought resilience and innovation needs
- Guide farmers to relevant information and tools, helping translate the knowledge of others to support on-farm adoption and by explaining the benefits of innovation
- Help identify and engage individuals and hard to reach cohorts who could benefit from the services and support that could be provided by the hubs
- 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
- Support farmers to use the tools developed through the FDF (e.g., use DRSAT, undertake Farm Business Resilience training)
- Work with the Hub Communications Officer to disseminate information about relevant knowledge through a range of mediums (e.g., social media, face-to-face events, podcasts)
- Work with the Knowledge Broker to assist in MEL activities
- Maintain industry and network intelligence, and on-ground contacts that will assist the Hub to understand the current and future operating context in relation to its current and expanding remit
- Undertake other duties relating to adoption activities as required.

What We're Looking For (success criteria)

- A post-graduate degree, or equivalent combination of relevant experience and training
- Demonstrated ability to communicate effectively and develop productive relationships with a diverse range of collaborators within the agricultural and/or food processing sector
- Significant experience and demonstrated outcomes relating to on-farm/local level extension and adoption activities
- Proven ability to successfully train and mentor early-career colleagues in extension, adoption and practical application of Monitoring, Evaluation and Learning processes.
- Negotiation and influencing skills, with well-developed judgement and decision-making skills
- Ability to co-operate with others to achieve organisational objectives and to build trust and reciprocity with other teams including those in partner organisations.

Your Personal Values and Traits

- Highly developed interpersonal skills, effective listening skills and a growth mindset that drives high performance
- Ability to identify critical contributors and influencers through established networks

Other position requirements

- Regular intrastate travel, including field visits in rural locations

University of Tasmania

The University of Tasmania is an institution with an enduring commitment to our state and community, and a strong global outlook. We are committed to enhancing the intellectual, economic, social and cultural future of Tasmania. Our [Strategic Direction](#) strongly reflects the University community's voice, that our University must be place based but globally connected as well as regionally networked and designed to deliver quality access to higher education for the whole State.

We believe that from our unique position here in Tasmania we can impact the world through the contributions of our staff, students and graduates. We recognise that achieving this vision is dependent

The intention of this position description is to highlight the most important aspects, rather than to limit the scope or accountabilities of this role. Duties above may be altered in accordance with the changing requirements of the position.



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More information:

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

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