



# Position Description

## Director, Farming Operations

AgriPark

Deputy Vice-Chancellor (Research)

**Classification** Senior Leader, Level 5

**Delegation band** [Delegations and Authorisations Policy \(see Section 3\)](#)

**Annual operating budget** TBA

**Number of direct reports** 4

**Number of indirect reports** 7

**Date last reviewed** 22 November 2024



# About Charles Sturt University

## Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

## Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia’s pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

## Goals

To deliver on our purpose and vision, the university has three key goals:

1. Maintain the university’s position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university’s operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

## Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

## Performance measures

In addition to the principal responsibilities, senior leaders will be required to contribute to the success of the university strategy including meeting the university’s eight key performance indicators:

<b>Our Students</b>	<ul style="list-style-type: none"> <li>• Commencing Progress Rate</li> <li>• Student Experience</li> </ul>
<b>Our Research</b>	<ul style="list-style-type: none"> <li>• Research Income</li> <li>• Research Quality and Impact</li> </ul>
<b>Our People</b>	<ul style="list-style-type: none"> <li>• Engagement</li> <li>• All Injury Frequency Rate</li> </ul>
<b>Our Social Responsibility</b>	<ul style="list-style-type: none"> <li>• Underlying Operating Result</li> <li>• Community and Partner Sentiment</li> </ul>



## Office of the Deputy Vice-Chancellor (Research)

Charles Sturt University is a community minded organisation with strong links to industry, government and other educational organisations through research and courses. Our vision is to be Australia's leading regional university, advancing the careers of our students, inspiring research excellence and driving regional outcomes with goal impact. We collaborate with our partners on research with global impact.

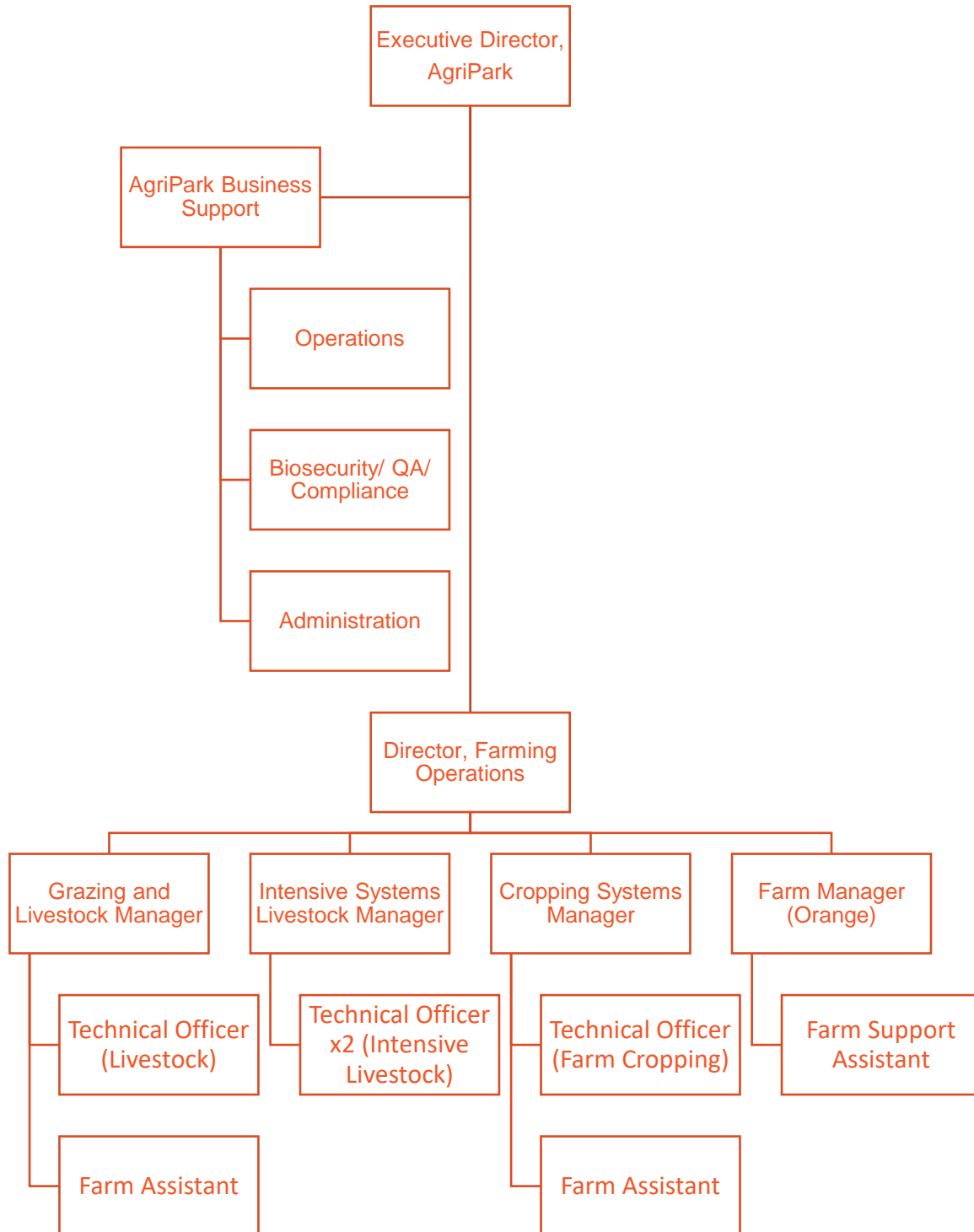
The Deputy-Vice-Chancellor (Research) (DVCR) is responsible for research; research training; partnership with industry and end-users to enhance research and maximise research impact; the commercialisation agenda; national and international partnerships; research ethics and compliance. Through the DVCR portfolio the university will grow our strategic and applied research in core focus areas through strong industry, government and regional partnerships, expertise in digital and excellence in delivering research outcomes.

### AgriPark

The Agrisciences Research and Business Park (AgriPark) based on Charles Sturt University's Wagga Wagga campus is a key step in the University's long held vision and commitment to support, facilitate and grow the nation's agricultural sector. It provides dedicated infrastructure, services and support to allow innovative industry to co-locate, integrate and collaborate with each other and the multidisciplinary research strengths at Charles Sturt University to meet emerging national and global challenges and enable major advances over the coming decades. The AgriPark is an innovation precinct that facilitates wealth creation, employment and skills development and is recognised as a world leading centre for agricultural innovation, education, extension, research and development and business opportunity. The articulated intention of the AgriPark is to create an ecosystem of innovative organisations and to curate collaborations between all participants.



## Organisational chart





## Reporting relationship

**This position reports to:** Executive Director, AgriPark

**This position supervises:** Grazing and Livestock Manager  
Intensive Systems Manager  
Cropping Manager  
Farm Manager (Orange)

## Key working relationships

- AgriPark leadership team
- AgriPark administration team
- AgriPark partners and stakeholders
- CSU Research and Academic Teams
- Charles Sturt Safety, Governance, and Animal Welfare Teams
- Office of the Deputy Vice-Chancellor Research

## Position overview

The Director, Farming Operations will lead and manage the development and implementation of the “One CSU Farm Strategy” following the consolidation of the various farming operations across Charles Sturt University. This role is responsible for coordinating and managing the short, medium and, long term activities and plans of CSU farming operations to support the academic, research and, external engagement needs of the university in a financially sustainable way. The role manages the complex interactions and demands of multiple parties within and external to the university (Faculties, Research Institutes, External Partners and other AgriPark functions like Global Digital Farm and Cool Soils) and a core team of 10+ staff supporting delivery of the evolving “One CSU Farm Strategy”. The role also supports the ongoing implementation of best practice farm activities and technologies enabling the CSU Farming Operations to become the benchmark as a practice change leader within Australian Agriculture. The role has full Profit and Loss and Capital Planning responsibility for farming operations at both the Wagga Wagga and Orange Farms, and supports the connection to outside farming operations where appropriate.



## Principal responsibilities

- Continue the development and implementation of the One CSU Farm Strategy, ensuring alignment and support from the multitude of farm users both internally and externally.
- Ensure the needs of all farm user groups (academic, research and external) are transparently mapped, assessed and, prioritised and integrated into the annual operating plans for the One CSU Farm.
- Develop and manage in a financially sustainable format, the annual operating budget and three-year capital management plan for the One CSU Farm. This includes developing and implementing plans for maximising revenue, minimising costs and maximising recoveries for services and activities undertaken with the farming operations.
- Manage the various discreet farming operations (academic, research and external needs) and farm functional areas (Cropping, Livestock and, Intensive Systems) on a day to day basis to ensure delivery of the needs of all users.
- Develop and implement a 5-year plan for farming operations, to ensure the farms are the benchmark of best practice in Australian Agriculture.
- Ensure the farm operations are managed to enable safe, secure and ease of access to internal and external users and operating to the best practice Animal Welfare and Biosecurity standards.
- Engage and manage the appropriate external resources and contractors to support the farms operations and also ensure integration into the farm strategy, and or assessment of conversion to internal resources and or equipment.
- Develop and manage the extensive farm team to ensure compliance and good governance, and importantly develop and implement comprehensive succession planning and team development activities.
- Establish and maintain senior management engagement and support from across the university farm user groups, ensuring alignment of demand and supply of products and services including conflict / expectation management
- Ensure all university governance, safety and compliance standards are maintained within the farming operations.
- Negotiate and manage internal and external engagements including product trading activities to maximise value creation for the university



## Role-specific capabilities

This section comprises capabilities from the [Charles Sturt Capability Framework](#).

<b>Be business savvy</b>	Look to add commercial value in our roles, processes and ways of working.
<b>Present and communicate information</b>	Speak clearly and fluently, express opinions, make presentations, respond to an audience, show credibility.
<b>Write and report</b>	Write clearly, succinctly and correctly, convince through writing, avoid jargon, structure information.
<b>Analyse</b>	Analyse information, probe for clarity, produce solutions, make judgements, think systemically.
<b>Learn and research</b>	Learn rapidly, gather information, understand rapidly, manage knowledge, foster organisational learning
<b>Plan and organise</b>	Set objectives, plan, establish contingencies, manage time, resources and people, monitor progress.
<b>Achieve personal work goals and objectives</b>	Accept and tackle demanding goals, work hard, make the most of development opportunities, seek progression.

## Physical capabilities

The incumbent may be required to perform the following.

- On occasion drive a vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.
- Possess the physical ability to carry out shelving duties, such as frequent bending, reaching/stretching, squatting and repetitive lifting.



## Selection criteria

Applicants are expected to address the selection criteria when applying for this position.

### Essential

- A. A degree with substantial extension of theories and principles, normally requiring at least 8 years of relevant graduate experience; or a range of management experience; or postgraduate qualifications with relevant experience; or an equivalent level of knowledge gained through any other combination of education, training and/or experience.
- B. Extensive complex farm leadership & management experience of at least 5 years.
- C. Extensive experience in University Education, Research and new/emerging agriculture technologies.
- D. Extensive experience in developing and managing implementation of farming strategies and annual operating plans.
- E. Excellent people management and people development skills with a proven track record of change management
- F. Strong network of commercial partners including demonstrated ability to create new professional partnerships and collaboration opportunities.
- G. Relevant experience in developing and maintaining appropriate procedures and quality control mechanisms.
- H. Excellent coordination and time management and project management skills.
- I. Demonstrated high level of written, oral and interpersonal skills, including the ability to write high quality reports.
- J. Excellent skills and knowledge in critical agricultural compliance and governance systems.

### Desirable

- K. Understanding of the broader agriculture industry and how the university integrates into the local community