# Position Description

## Director, Global Digital Farm

<table>
<thead>
<tr>
<th>Classification</th>
<th>Senior Leader, Level 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Delegation band</td>
<td>[Delegations and Authorisations Policy (see Section 3)]</td>
</tr>
<tr>
<td>Annual operating budget</td>
<td>$1.5M</td>
</tr>
<tr>
<td>Number of direct reports</td>
<td>4</td>
</tr>
<tr>
<td>Number of indirect reports</td>
<td>Varies with projects</td>
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<tr>
<td>Date last reviewed</td>
<td>October 2023</td>
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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:

<table>
<thead>
<tr>
<th>Our Students</th>
<th>Commencing Progress Rate</th>
<th>Student Experience</th>
</tr>
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<tbody>
<tr>
<td>Our Research</td>
<td>Research Income</td>
<td>Research Quality and Impact</td>
</tr>
<tr>
<td>Our People</td>
<td>All Injury Frequency Rate</td>
<td>Engagement</td>
</tr>
<tr>
<td>Our Social Responsibility</td>
<td>Underlying Operating Result</td>
<td>Community and Partner Sentiment</td>
</tr>
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</table>
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 nations 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 clearly articulated intention of the AgriPark is to create an ecosystem of innovative organisations and to curate collaborations between all participants.

The Global Digital Farm (GDF) is part of the AgriPark, with a remit to facilitate the broad agenda of the GDF and to facilitate linkages with the Gulbali Institute for Agriculture, Water and Environment and the AI and Cyber Security Institute.

The GDF encapsulates the Charles Sturt farm (1800 ha) at Wagga. The GDF has as its mission to unlock the power of data, digital technology and world-leading research in demonstrating our sustainable farming future. It will bring together education/outreach, technology innovation and farming/food production stakeholders together into a single, operating framework.
Organisational chart

Reporting relationship

This position reports to: Executive Director, AgriPark

This position supervises: Head of Digital and Sustainable Agriculture
Technology Support officers

Key working relationships

- AgriPark Leadership team
- Executive Director, AgriPark
- Executive Director of the Gulbali Institute
- Head of Government Relations and Regional Engagement
- Researchers within the Gulbali Institute, Cyber and Data Institute, and within Faculties
- Farm managers
- Chief Scientist, Food Agility CRC, and other CRC staff
- Educators and demonstrators
- Industry partners and collaborators
Position overview

The Director, Global Digital Farm (GDF) is critical for positioning GDF at the forefront of research, innovation and commercialisation into digital technologies on-farm for food and fibre production. The Director will provide leadership and undertake business planning, development and implementation activities to ensure the GDF meets its strategic and operational goals. Understand innovation pathways, and industry network and collaboration, is critical to the success of the incumbent.

Principal responsibilities

- Actively participate as a key member of the AgriPark Leadership Team, providing high level strategic and operational advice to the Executive Director and Leadership Team as it relates to the GDF.
- Position the GDF at the forefront of research, innovation and commercialisation into digital technologies on farm for food and fibre production.
- Actively engage with industry and R&D organisations to identify, facilitate, grow and leverage partnerships leading to collaborative projects that utilise the unique capability of the GDF.
- Seek and grow external funding to develop a portfolio of projects within the GDF.
- Manage and contribute to a portfolio of projects within the GDF, ensuring key outputs are delivered, and reputation of the GDF is enhanced.
- Manage relevant staff, resources and infrastructure, under a clear vision, to achieve University business development objectives.
- Develop and review project and operational budgets within delegations.
- Lead and foster the development of international research and innovation networks.
- Contribute to the development and delivery of undergraduate and postgraduate courses at the University.
- Develop a suite of industry training programs that are reflective of current needs.
- Provide assurance that the appropriate systems are in place to identify and manage risks relevant to the GDF and that such risks are acceptable to Charles Sturt University and are within the guidelines established by the Council.
- Ensure appropriate quality assurance and risk management functions are in place and being continuously improved.
- Make sound and transparent decisions to avoid conflict of interest, and ensure there are effective and sustained controls to prevent, detect and respond to fraud and corruption.
- Other duties appropriate to the classification as required.
Role-specific capabilities

This section comprises capabilities from the Charles Sturt Capability Framework identified as essential or critical for success in this role.

<table>
<thead>
<tr>
<th>Capability</th>
<th>Description</th>
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<tbody>
<tr>
<td><strong>Lead and supervise</strong></td>
<td>Set directions and standards, delegate, motivate, empower, develop others, recruit talent.</td>
</tr>
<tr>
<td><strong>Be business savvy</strong></td>
<td>Look to add commercial value in our roles, processes and ways of working.</td>
</tr>
<tr>
<td><strong>Innovative</strong></td>
<td>With creativity at our core, be open to new ideas and seek to find better ways.</td>
</tr>
<tr>
<td><strong>Network</strong></td>
<td>Bring people together and build relationships that deliver desired benefits and outcomes.</td>
</tr>
<tr>
<td><strong>Influence</strong></td>
<td>Create compelling arguments to persuade others and promote ideas that add strategic value.</td>
</tr>
<tr>
<td><strong>Formulate strategies and concepts</strong></td>
<td>Work strategically, set strategies, have vision, think broadly about the organisation.</td>
</tr>
<tr>
<td><strong>Plan and organise</strong></td>
<td>Set objectives, plan, establish contingencies, manage time, resources and people, monitor progress.</td>
</tr>
<tr>
<td><strong>Cope with pressure and setbacks</strong></td>
<td>Cope with pressure, keep emotions under control, balance work and personal life, stay optimistic, handle criticism.</td>
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Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses.
- 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.
Selection criteria

Applicants are expected to have the following requirements to be considered for this position.

Essential.

A. A relevant post-graduate qualification and strong experience and achievement in leading and managing related business development projects or an equivalent alternate combination of relevant knowledge, training and/or experience.

B. Strong understanding of innovation in farming practices and an understanding of innovation pathways, in particular in relation to technology and data use to improve farming practice.

C. A track record of strategic leadership and oversight of significant initiatives with co-investment and/or multi stakeholders.

D. Advanced stakeholder engagement capabilities, utilised to develop and manage strategic relationships with a range of internal and external stakeholders, in order to deliver whole-of-organisation outcomes.

E. Significant leadership/management experience with demonstrable skills in developing values-led cultures, implementing strategic plans, managing strategic budgets and building requisite policies, procedures and processes.

F. Knowledge of applicable legislation and regulations.

Desirable

G. An excellent reputation in research or extension in agriculture or agribusiness.