



Position Description

Cropping Systems Manager

AgriPark

Deputy Vice-Chancellor (Research)

Classification	Level 7
Special conditions	NSW Class C Driver's Licence Weekend and after hours work. Functional assessment may be required. Psychometric assessment may be required.
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	August 2024



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.

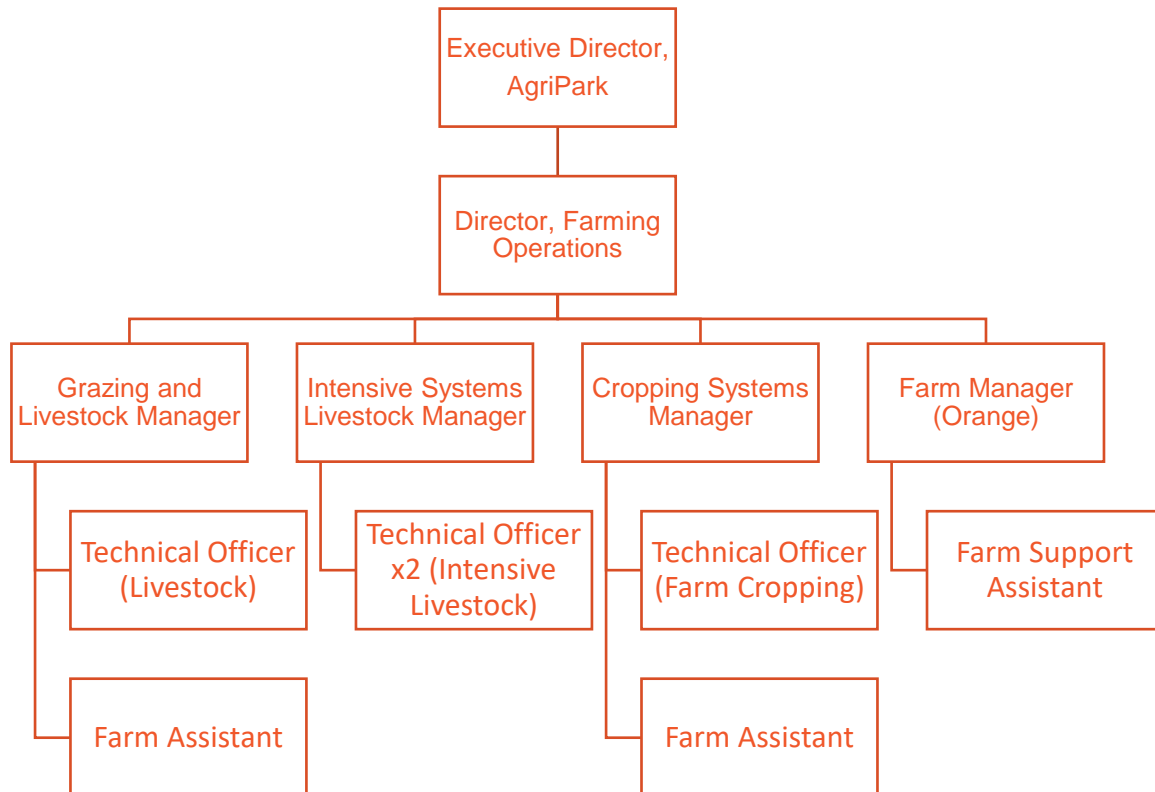
The AgriPark is an innovation precinct that facilitates wealth creation, employment and skills development and is recognised as a world leading centre for agricultural innovation, education, extension, research and development and business opportunity. The clearly articulated intention of the AgriPark is to create an ecosystem of innovative organisations and to curate collaborations between all participants.

University Farms

The University Farms at Wagga Wagga and Orange support teaching, research and commercial activities as well as provide a model of best commercial practice as a real operating farm enterprise. The 1600 hectare commercial farm at Wagga Wagga has 400Ha of zero till continuous cropping. Sheep and cattle are run as model enterprises based on perennial pastures of lucerne and grasses.



Organisational chart



Reporting relationship

This position reports to: Director, Farming Operations

This position supervises: Technical Officer
Farm Assistant

Key working relationships

- Farm operations team
- AgriPark operations team
- Intensive Livestock Systems team
- Global Digital Farm team
- Head of Digital and Sustainable Agriculture
- Researchers and students
- Industry stakeholders and facility users
- Vendors, contractors and suppliers



Position overview

The Cropping Systems Manager is responsible for overseeing and optimising all aspects of the University Farm crop production systems including the planning, implementation, and management of cropping strategies to ensure research, teaching and commercial objectives are met. The Cropping Systems Manager will ensure the University exemplifies best practice in cropping systems with consideration given to environmental, social and financial sustainability. The Cropping Systems Manager will work closely with operations teams to coordinate activities, manage resources, and ensure the effective use of technology and data in crop management.

Principal responsibilities

- Manage all aspects of cropping systems including developing detailed crop plans, planting schedules and crop rotation strategies to meet research, teaching and commercial business requirements.
- Manage daily paddock operations including planting, irrigation, fertilisation, pest and weed control, and harvesting.
- Manage and lead the Cropping Systems team to ensure all work is carried out efficiently and in accordance with best farm management practice.
- Recommend and implement precision agriculture technologies to monitor crop health and support evidence based decision making.
- Ensure staff receive appropriate advice, training and technical support.
- Undertake regular audits and take appropriate action to ensure all WHS, policy, procedure, compliance and regulatory requirements are met.
- Develop, implement and maintain essential risk management documentation such as safe work methods, inductions and training records.
- Manage all purchases, invoicing and receivals associated with cropping systems management.
- Oversee data entry and accurate record keeping using specialist systems.
- Assist with the preparation and delivery of farm related events and preparation of marketing collateral.
- Other duties 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.

Focus on service	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, student welfare, equity and conduct).
Be business savvy	Look to add commercial value in our roles, processes and ways of working.
Innovative	With creativity at our core, be open to new ideas and seek to find better ways.
Take action	Weigh up risks and make prompt decisions, backing ourselves and each other (delivery of strategies, projects).
Apply expertise and technology	Apply, develop and share specialist and detailed technical expertise, understanding other organisational disciplines.
Plan and organise	Set objectives, plan, establish contingencies, manage time, resources and people, monitor progress.
Lead and supervise	Set directions and standards, delegate, motivate, empower, develop others, recruit talent.
Formulate strategies and concepts	Work strategically, set strategies, have vision, think broadly about the organisation.

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.
- 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 at least four (4) years' subsequent relevant experience to consolidate and extend the theories and principles learned; or extensive experience and management/ and or specialist expertise ; or an equivalent level of knowledge gained through any other combination of education, training and/or experience.
- B. Extensive knowledge and experience in managing the operational, financial and administrative activities of cropping operations ensuring farm practices are undertaken with consideration of social, environmental and financial sustainability. Publicly represent the farm as a showcase model.
- C. Demonstrated experience in staff supervision with ability and confidence to motivate others to deliver outcomes within a complex business environment.
- D. Understanding relevant legislation, standards and best practice applicable to farm operations and the ability to assess and mitigate potential risks related to governance and compliance.
- E. Proven experience in implementing risk management systems within the work environment, including developing risk assessments and standard work procedures, monitoring and reviewing risk registers, and acting to minimise potential or actual risk.
- F. High level written and oral communication skills including the ability to prepare reports and proposals.
- G. Demonstrated technical proficiency and experiencing using digital technologies to support decision making and for data recording.
- H. Demonstrated knowledge of emerging technologies and best practice in relation to farm operation enterprises.
- I. Physical fitness and the ability to work outdoors in various weather conditions.

Desirable

- J. Experience working in the tertiary education sector
- K. Competency in operating farm machinery
- L. ChemCert certification
- M. Heavy rigid drivers' licence, MR or HR combinations