
Position Title:	Farm Manager, (UWA Farm Ridgefield)
Position Classification:	Level 9
Position Number:	310221
Faculty/Office:	Faculty of Science
School/Division:	The UWA Institute of Agriculture (IOA)
Centre/Section:	UWA Farm Ridgefield, Pingelly, WA
Supervisor Title:	Project Lead, UWA Future Farm 2050 Project
Supervisor Position Number:	104905

About the work area

UWA Farm Ridgefield is the location and foundation of the *UWA Future Farm 2050 Project*, a major investment by UWA that is focussed on the future of humanity. The project began in 2009 with the vision of imagining the ideal farming system for our part of the world, and the mission of transforming *Ridgefield* to meet that vision, beginning now.

UWA Future Farm 2050 has rapidly developed into a major local, national and international exercise that showcases new thinking about food production to audiences around the world, in universities, research agencies, and agricultural and business communities. The core activities include the major disciplines of agricultural science: soil science, crop and pasture science, livestock science, agricultural economics. However, the project goes well beyond that traditional focus and embraces a broad range of disciplines at UWA: conservation biology, landscape management, mechanical engineering, electronic engineering, hydrology, architecture, and disciplines in the humanities, such as social science, indigenous affairs, and population health.

Reporting Structure

Reports to: Project Lead, UWA Future Farm 2050 Project

Your role

The Farm Manager has day-to-day responsibility for the \$8 million UWA Investment. The Farm Manager works almost completely independently, in the management of the daily operations of *UWA Farm Ridgefield* (500 ha cropping program; 700 ha pasture program; 7000 animals; 400 ha ecological management; annual turnover about \$500,000). The position is responsible for the development of strategic plans relating to the management of the farm personnel and resources including budget planning, preparation and forecasting. The position coordinates resourcing for teaching activities including international activities.

The position also manages the demand of on-farm research projects and the often 'complex' interactions with researchers, students and university administration (OH&S, Financial Services).

Key Responsibilities

Standard Farm Management and Operations

- Manage Ridgefield Farm and its operations.
- Develop and implement key strategic long term planning and objectives to ensure the efficient operation of daily farm activities
- Reset priorities and allocate resources and interact with industry agencies, buying and selling commodities

- Maintenance of farm infrastructure or engagement of contractors for that purpose
- Supervision of staff and ensure adequate ongoing training and development.
- Apply an extensive and in-depth knowledge to provide key strategic advice and liaise with multiple stakeholders on key issues
- Consult with key stakeholders in the operation of the farm

Interaction with UWA Management Systems

Regulatory compliance

- Liaise with UWA professional staff to ensure all financial, regulatory and administrative requirements are met
- Liaise with the Animal Ethics Committee for the management of inspections and implementation of animal management plans
- Implement and monitor of guidelines for Safety and Health

Interaction with the UWA Farm Ridgefield Commercial Operation Committee

- Membership as a key member of the Committee (attendance and active participation in meetings)
- Report to the Committee on the status of the farm operation
- Monitor and report on expenditure in accordance with farm budget
- Compliance with UWA financial management policies and procedures
- Implementation of the Farm's Commercial Business Plan
- Implementation of UWA Future Farm 2050 plans for landscape use and management
- Provision of strategic advice on operational and resource priorities.

Activities related to Teaching and Research

- Interaction with multiple UWA discipline groups
- Animal research management: monitoring and care of all research animals on the farm and compliance with requirements for animal welfare, including liaison with Animal Ethics Committees
- Develop and maintain positive relationships with research partners, industry groups, international academic groups and commercial sponsors

Community Engagement and Outreach

- Represent UWA positively with local rural community and small businesses
- Plan major media and outreach events and visits and the impact on the farm

Key Stakeholders

- Manage the Maternal Efficiency Flock (a joint venture with Murdoch University and the WA Department of Agriculture & Food)
- Monitor and care of all research animals on the farm; compliance with UWA requirements for animal welfare
- Provision every month of research-quality pregnant sheep for the School of Human Sciences
- Develop and maintain positive relationships with research partners and commercial sponsors of Future Farm 2050 activities.

Your specific work capabilities (selection criteria)

- Relevant tertiary qualification or demonstrated equivalent competency
- Substantial experience in the management of a mixed-enterprise farm with a sound knowledge of agricultural best practice
- Ability to work independently, show initiative, and manage a key university resource
- Experience in managing staff in a farm environment
- High level planning and organisational skills demonstrated in a multi-disciplinary organisation
- Understanding of animal ethics and safety requirements within a research organisation
- Excellent written and verbal communication skills including an ability to represent the project at senior levels, high level consultation skills and a demonstrated ability to engage with a wide range of people within academia, local rural communities and internationally
- High level of computing skills including word processing, spreadsheets, database management, use of high-end agricultural technology
- Demonstrated ability to manage budgets within financial guidelines, with a working knowledge of Agrimaster

Desirable

- Understanding of climate change and its impact on the agricultural sector

Special Requirements

- The Farm Manager is required to live on Ridgefield, in the Farm House, which is provided on a no-rent basis, and which is eligible for the FBT Remote Area Housing exemption based on its location in Pingelly.
- The position involves irregular hours, often after-hours work, and an ability to respond quickly and efficiently to urgent incidents on the farm at any time of the day or night. The Farm Manager is not subject to close supervision, so overtime is not payable for these additional hours, in accordance with the Professional and General Staff Agreement 2014, Clause 24.12.2
- Additional compensation for duties above and beyond the regular farm manager duties will be offered when special projects are identified, approved and funded.
- Current C Class Licence
- A 'Working with Children' Certificate will be necessary

Compliance

Workplace Health and Safety

All supervising staff are required to undertake effective measures to ensure compliance with the Occupational Safety and Health Act 1984 and related University requirements (including Safety, Health and Wellbeing Objectives and Targets).

All staff must comply with requirements of the Occupational Safety and Health Act and all reasonable directives given in relation to health and safety at work, to ensure compliance with University and Legislative health and safety requirements. Details of the safety obligations can be accessed at <http://www.safety.uwa.edu.au>

Equity and Diversity

All staff members are required to comply with the University's Code of Ethics and Code of Conduct and Equity and Diversity principles. Details of the University policies on these can be accessed at http://www.hr.uwa.edu.au/publications/code_of_ethics, <http://www.equity.uwa.edu.au>