



Position Description

Farm Manager (Orange Farm)

AgriPark, Farm Operations

Office of the Deputy Vice-Chancellor, Research

Classification	Level 6
Delegation band	Delegations and Authorisations Policy (see Section 3)
Hours	Continuing Full Time
Location	Orange
Special conditions	Weekend and after hours work required Functional assess may be required
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	August 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 eight key university key performance indicators:

Our Students	Commencing Progress Rate Student Experience
Our Research	Research Income Research Quality and Impact
Our People	All Injury Frequency Rate Engagement
Our Social Responsibility	Underlying Operating Result Community and Partner Sentiment

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

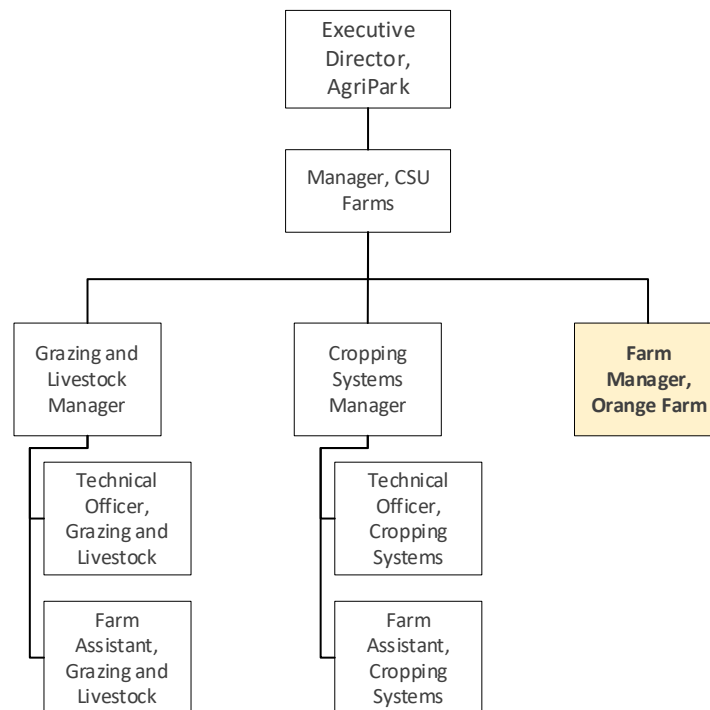
The Agrisciences Research and Business Park (AgriPark) based on Charles Sturt University's Wagga



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.

Organisational chart



Reporting relationship

This position reports to: Manager, CSU Farms

This position supervises: Casual support staff as required.

Key working relationships

- Farm operational teams



- Operations Manager, AgriPark
- Manager Intensive Livestock Systems
- Director, Global Digital Farm
- Researchers
- Faculty Learning and Teaching teams
- Veterinarians
- Suppliers and contractors

Position overview

The Leading Hand, Orange Farm is a key role within Charles Sturt's farming operations and is responsible for the daily care, health and well-being of livestock on Charles Sturt's Orange Farm. The Leading Hand, Orange will work closely with the Farm Manager to ensure the optimal care and productivity of our mixed farming operations.

Principal responsibilities

- Manage all aspects of the mixed farming farm operation including implementing best practice for animal welfare and handling to ensure the humane treatment of livestock as per Charles Sturt University's Animal Ethics Policy.
- Manage the daily care and health of livestock, including feeding, watering, and monitoring for signs of illness.
- Manage stakeholder requirements including the allocation of farm assets for research, teaching and commercial activities.
- Manage all purchases, invoicing, receivables and deliveries associated with the farm.
- Manage the maintenance, servicing and repair of farm infrastructure and equipment ensuring including procurement and management of contractors as required.
- Undertake regular compliance 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.
- Ensure facility users, and visitors, receive appropriate advice, training and technical support particularly in relation to biosecurity and chemical management protocols.
- Oversee data entry and accurate record keeping using specialist farm management systems.
- Assist with the running of promotional activities and events the farm.
- Other duties appropriate to the classification as required.



Role-specific capabilities

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 outdoors in adverse weather.
- Work in other environments beyond your base campus, such as other campuses.
- Operate machinery in farm setting.
- Work with livestock (cattle & sheep)
- On occasion drive a university 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 address the selection criteria when applying for this position.

Essential

- A. Degree in a relevant discipline, normally with 2 or more years' subsequent relevant experience to consolidate the theories and principles learned; or extensive experience, leading to either the development of specialist expertise or to the development of broad knowledge, in technical or administrative fields; 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 a mixed farm operation ensuring farm practices are undertaken with consideration of social, environmental and financial sustainability. Publicly represent the farm as a showcase model.
- C. Prepare, coordinate and maintain essential documentation including animal care, welfare and ethics reporting.
- 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.
- J. Current NSW drivers' licence.

Desirable

- K. Experience working in the tertiary education sector.
- L. Competency in operating farm machinery (e.g. Front End Loader certificate, Chainsaw Operator's certificate)
- M. ChemCert certification.
- N. Heavy rigid drivers' licence, MR or HR combinations.
- O. Experience in AI reproductive breeding programs

