Our department
The Department of Agriculture and Fisheries (DAF) promotes profitable agriculture, fisheries and forestry industries for Queensland.

DAF employs about 2000 people in areas including policy development, leading-edge science, Biosecurity, fisheries and forestry management, trade and export.

Further information is available from the department’s website atwww.daf.qld.gov.au

Agri-Science Queensland delivers innovative, practical solutions through smart science in collaboration with a range of partners.

Your opportunity
Operating from within Animal Science, you will be responsible for the strategic and operational management of the DAF dairy team to develop, manage and deliver research, development and extension (RD&E) projects with the aim of developing profitable subtropical dairy production systems. The northern dairy industry operates in a challenging environment, with nutrition, forage and water management playing an important role in the profitability of dairy enterprises. This role will deliver research outcomes, relevant to the subtropics, to increase the profitability of the northern dairy industry.

An important role of the position will be to identify the feedbase RD&E needs relevant to the northern dairy industry, which includes working within the national R, D&E framework and working with local stakeholders to address regional priorities. This will include developing and delivery projects that meet the goals of DAF’s Agriculture Strategy, Dairy Moving Forward and Subtropical Dairy Programme Strategy to improve the profitability and competitiveness of Queensland and Australian dairy farms. A strategic outcome of this will be to further develop and enhance the recognition of the DAF dairy team as a leader in subtropical dairy feedbase RD&E, both nationally and internationally.

The position will be required to develop collaborative linkages within DAF and with industry stakeholders including The University of Queensland, Dairy Australia, Subtropical Dairy, Queensland Dairyfarmers Organisation and interstate and international RD&E providers. Collaboration with the development specialists within the Department of Economic Development, Jobs, Transport and
Resources Victoria (DJTR) will be crucial to ensuring a national delivery of RD&E outcomes is achieved which will have long-term benefits for DAF and the northern dairy industry.

The northern dairy industry is spread across a vast area and across a range of feeding systems, which provides challenges and opportunities for RD&E delivery. A key outcome of this role will be to develop innovative development and extension methods that enhance the efficiency and capability of the dairy team and improve the uptake of practice change by northern dairy farms. Uptake of innovative on-farm development and e-Extension methodologies, in conjunction with traditional research and extension techniques, will play a crucial role in the delivery of the key RD&E projects within the northern dairy industry.

Key duties and accountabilities
- Provide strategic and operational leadership for the implementation of the DAF Dairy RD&E strategy, taking into account relevant industry, Departmental and Government priorities.
- Work within the National Dairy RD&E framework (Dairy Moving Forward 2015), to provide input regarding Queensland’s regional priorities and identify relevant research and development being conducted at a State, National and International level.
- Lead the development, implementation, evaluation and reporting of dairy RD&E projects to meet strategic regional dairy and Government needs from available resources.
- Develop collaborative links and partnerships with relevant sectors of industry, external funding bodies, R&D organisations and other relevant agencies pertaining to implementation of the RD&E strategy.
- Develop collaborative links and projects with interstate Development Specialists, in particular the development specialists within DJTR and the technical specialists within NSW DPI.
- Facilitate on-farm development activities to adapt R&D from elsewhere to regional dairy farming systems and facilitate regionally specific research where required.
- Identify, develop and implement innovative development and e-Extension methodologies to influence the adoption by industry of new technologies and practices.
- Develop the DAF dairy team to be a leader in the development of subtropical dairy feeding systems RD&E, both nationally and internationally.
- Develop and maintain close linkages with the University of Queensland at the joint DAF – University of Queensland Gatton Dairy Research Facility and contribute to the strategic direction and management of the facility.

Key capabilities
To determine your suitability for the role, you will be assessed on the following key capabilities that link to the “key duties and accountabilities” for this role:

- Demonstrated understanding of dairy feeding and production systems, relevant relationships and interactions within the dairy supply chain and the likely impacts of research, development and extension on Queensland and Australia’s dairy productivity and competitiveness; with track record of attracting external funding for RD&E projects. (Functional/Technical)
- Proven knowledge and experience in feeding systems research, development and/or extension with particular emphasis on nutrition and/or forage management. (Functional/Technical)
- Demonstrates broad knowledge and strategic perspective, anticipating future consequences and trends accurately. (Strategic Agility)
Manages people and projects effectively to meet deadlines through goal setting, resource allocation, risk management and performance evaluation. *(Planning)*

Supports a culture of achievement, strives for quality outcomes and manages risk that may impede success. *(Drive for results)*

Understands and takes advantage of current and future developments in technology/management/systems to achieve positive outcomes for the organisation. *(Business Acumen)*

Creates a climate in which people want to do their best; can access each person’s strengths and use it to get the best out of them for the improved performance of the dairy team *(Motivating others)*

**Mandatory requirement/special conditions**

- Degree in agricultural science, applied science, rural science or similar from a recognised tertiary institution, or equivalent academic qualification. Post graduate qualifications and scientific publications applicable to dairy RD&E would be highly regarded.

**How to apply**

To apply for this role, you will need to submit the following:

- Your current resume detailing your previous work or voluntary experience including two referees who have personally observed you displaying the **key capabilities** required for this role.
- A description of two activities that you have been involved with that can demonstrate to us that you possess the **key capabilities** mentioned above. Your response must be no longer than two pages.
- A completed ‘Advertised position application’ form *(This is only required if you are applying via email)*.

**Submit your application online**

- Applying online through the Smart jobs and careers website [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) is the preferred means to submit an application. To do this, access the ‘apply online’ facility on the Smart jobs and careers website. You will need to create a ‘My SmartJob’ account before submitting your online application.
- By applying online you can track your application through the process, maintain your personal details through registration and withdraw your application if required.
- If you experience any technical difficulties when accessing [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) please contact 13 QGOV (13 74 68). All calls relating to the status of your application once the job has closed should be directed to the contact officer on the role description.
- If you do not have internet access and are unable to submit your application online please contact the Applications Processing Team on (07) 3021 5465 or (07) 3021 5450, between 9am to 5pm Monday to Friday, to enquire about alternative arrangements.
- Late applications cannot be submitted via the Smart jobs and careers website, so please allow enough time before the closing date to submit your application. If approval has been granted by the Selection Panel for a late application to be considered, please contact the Applications Processing Team on the numbers above to arrange this.
- Hand delivered applications will not be accepted.

**Additional information**

- Further information is available from the department’s website at [www.daf.qld.gov.au](http://www.daf.qld.gov.au)
- A three month probationary period may apply to successful candidates external to the public sector.
- Flexible work arrangements will be considered for the advertised role.
• The position is subject to transfer to other locations in Queensland.
• Travel within Queensland and interstate will be a requirement of this role.
• Out of hours and weekend work may be required.
• Current “C” (car) class driver’s license or equivalent is required.
• Candidates may be subject to a criminal history check or probity check during the selection process.
• The successful candidate may be required to disclose any previous serious disciplinary action.
• Newly appointed public service employees are obliged to disclose within one month of starting duty, a disclosure of employment as a lobbyist in the previous two years.
• Applications may remain current for 12 months and may be considered for recurring vacancies. These may be at an alternative location or for an alternative employment basis (full-time or part-time).
• These skill descriptions are based on Lominger International’s LEADERSHIP ARCHITECT® Lominger Limited, Inc., and are used with the express permission of Lominger International.