

Horticulturist

Classification: PO3

Working within Horticulture and Forestry Science, you will undertake research improving the productivity and profitability of subtropical tree crops via intensification of production systems, enhancing productivity in established systems, or the improvement of genetics.

You will use your technical expertise in tree crop genetic improvement, physiology and/or production systems to undertake innovative research to improve the productivity of subtropical/tropical tree crops. For example, research on vigour management, orchard light relations, tree architecture, crop load management and productivity constraints for tree crops including macadamia, avocado and mango.

Employment type	Permanent – flexible full-time
Salary per annum	\$88,698 - \$96,650
Primary location	Mareeba
Business group	Horticulture and Forestry Science
Closing date	Wednesday, 01 June 2022
Contact for further information	Ian Bally on Ph: 0491 679 463
Job ad reference no.	QLD/420983/22
How to apply	Please follow the instructions under “How to apply” section below

Benefits of working for us

The Department of Agriculture and Fisheries (DAF) actively supports opportunities for mobilisation both internally in priority areas assisting our various business areas, and externally in emergency response activities aiding our communities and industries. We recognise this agility equips our people with new skills and valuable networks to enhance career pathways, and builds a workforce that is highly responsive, capable, and engaged.

Working for DAF means:

- a department that supports [diversity and inclusion](#), irrespective of gender, ethnicity, generation, sexual orientation or disability
- a supportive, ethical and respectful workplace culture where violence and harassment in any form is not tolerated
- an employer who values safety and wellbeing and places a high level of importance on our shared responsibilities for consultation about work health and safety
- an agency that offers flexible working options including location of work, hours of work, pattern of work and rewards and recognition programs
- an employer who offers great [superannuation](#) and salary sacrificing options

What you will do

- You will use your technical expertise in tree physiology, orchard systems management and/or genetic improvement of tree crops to undertake innovative research aimed at improving the productivity and profitability of Queensland's mango and other tree crop industries.
- You will collaborate with internal and external partners on projects that improve knowledge and understanding of intensive high-density orchard systems.
- You will effectively and efficiently design, manage and analyse subtropical/tropical tree crop research trials using well developed understanding of statistical principles and experimental design in liaison with biometricians.
- Use well developed written and oral communication skills to report project outcomes to grower and industry representatives, peers and collaborators, government, and funding body stakeholders, and publish research outputs in grower-focused publications and peer reviewed scientific journals.
- Provide expert advice to industry in relation to tree and orchard management of tropical and subtropical fruits and undertake extension activities where required to communicate project outcomes to growers and other industry and government stakeholders.
- Maintain an active professional development program to develop and update knowledge of tree crop physiology and orchard systems.
- Supervise and coordinate technical support staff and collaborate research facility management.

What we are looking for

Appointments in the public service are based on merit. We'll assess your merit for this role by looking at what you've done previously – the knowledge, skills and experience you've built, your potential for development and your personal qualities.

The department uses the [Leadership competencies for Queensland](#) to describe what highly effective, everyday leadership looks like in the public sector. For this role, we will consider how well you demonstrate the leadership competencies critical to the performance of an individual contributor focussing on these **key competencies**:

Vision	<ul style="list-style-type: none">• Leads strategically <i>Thinks critically and acts on the broader purpose of the system</i>• Stimulates ideas and innovation <i>Gathers insights and embraces new ideas and innovation to inform future practice</i>
Results	<ul style="list-style-type: none">• Builds enduring relationships <i>Builds and sustains relationships to enable the collaborative delivery of customer-focused outcomes</i>
Accountability	<ul style="list-style-type: none">• Demonstrates sound governance <i>Maintains a high standard of practice through governance and risk management</i>

Full details of the leadership competency descriptors and behavioural indicators can be found on the [Queensland Government website](#).

You must also have

- A degree in agricultural science, applied science or equivalent qualifications in a field relevant to this position. Post-graduate qualifications are desirable but not essential.
- Functional and technical knowledge of tree crop physiology and/or production systems.
- The ability to undertake out of hours work and overnight and intra- and inter-state travel, when required.
- A current “C” class drivers’ licence is a requirement for this role.

What we do

The Department of Agriculture and Fisheries (DAF) promotes profitable agriculture, fisheries and forestry industries for Queensland. DAF employs over 2000 people in areas including policy development, leading-edge science, biosecurity, fisheries, forestry management, trade and export. DAF also leads the Queensland Government’s response to natural disasters and biosecurity incidents as they relate to our agriculture industries and our community.

Further information is available from the department’s website at daf.qld.gov.au and our [social media accounts](#).

The Agriculture group drives policy, strategy and legislation to support agriculture and fisheries industry development. It also delivers innovative, practical solutions through smart science in collaboration with a range of partners.

How to apply

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

Upload a one to two-page pitch or cover letter briefly describing how you meet the key competencies required for the role, along with your current resume detailing your previous work or voluntary experience, including two referees who have personally observed you displaying the key competencies required for this role to www.smartjobs.qld.gov.au

Submit your application online

Applying online through the Smart jobs and careers website 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 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 QSS Customer Support Team on 1300 146 370, 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 QSS Customer Support Team on the number above to arrange this.

Hand delivered applications will not be accepted.

Mandatory requirement

It is a mandatory condition of employment to be and remain fully vaccinated against COVID-19, as per the Department of Agriculture and Fisheries COVID-19 Vaccination Policy. Accordingly, the successful applicant will be required to comply with departmental policy on vaccination requirements prior to commencing with the department.

If you have a recognised medical contraindication to COVID-19 vaccines, please speak with the contact officer to discuss your circumstances and available options.

Additional information

- A six month probationary period may apply to successful candidates.
- The chief executive may request an employee change the location of their employment.
- Candidates may be subject to a criminal history or probity check during the selection process.
- Employees are required to disclose any perceived, potential or actual conflicts of during the course of their employment.
- The recommended applicant will be required to disclose any previous serious disciplinary action.
- Within one month of commencing employment, the successful applicant is required to disclose any employment as a lobbyist in the previous two years.
- As the position may be required to participate in emergency responses, the successful candidate may be required to undertake training to enable them to apply their everyday work capabilities within a disaster or biosecurity response environment.
- Applications may remain current for 12 months and may be considered for other vacancies (identical or similar) which may include an alternative employment status (e.g. permanent, fixed-term temporary, casual, full-time, part-time).
- The key competencies are based on the [Public Service Commission's Leadership competencies for Queensland](#).