



Position:	Soil Extension Officer
Employer:	Gulf Savannah NRM (GSNRM)
Reports to:	Team Leader Agriculture
Supervises:	May need to supervise subcontractors and support staff in relation to the project deliverables.
Location:	Georgetown, Queensland; with travel throughout the Northern Gulf Region required
Classification:	Level 3.1
Employment terms:	Fulltime (37.50 hours per week), fixed term to 30 March 2024 with a possibility of extension. Flexible work options are available.
Salary:	Commencing salary is \$74,993, reviewed annually
Contact officer:	Niilo Gobius Phone: 0409 108 881 Niilo.Gobius@gulfsavannahnrm.org

About this role

The position is required to work as part of the Gulf Savannah team. The Soil Extension Officer will manage the effective planning, delivery and monitoring of projects focussed on improving landholders skills in soil management for improved productivity in the Northern Gulf Region, funded the National Landcare Program, Smart Farms Small Grants; and consistent with achieving the objectives of the Gulf Savannah Natural Resource Management Plan.

Duties of role

To achieve the outcomes required by this role, you must be able to:

- Manage planning, delivery and reporting of the soil extension projects, including completion of high quality, timely reporting, and management of project budgets within financial delegations.
- Work with grazing, broadacre and horticulture properties in the Northern Gulf region to develop knowledge of soil attributes, structure and water, and build soil health (carbon, biology) through sustainable practises.
- Support soil sampling and analysis activities on farms and train land managers to interpret soil test results and assess characteristics like texture and water holding capacity, to improve understanding of soil type effects on productivity.
- Train land managers in principles of soil influences on pasture growth, carrying capacity, and livestock supplementation.
- Train broadacre and horticultural land managers in principles of soil influences on crop yield and how to manage limiting nutrients
- Train land managers in planning skills to build soil health and fertility
- Expose graziers and managers in the Gilbert River Agricultural Precinct to soil management activities that will greatly increase their capacity to adopt best practice sustainable agriculture.
- Coordinate and manage spatial information and mapping services on the farms where work is conducted.
- Work with the Community Partnerships Team to prepare communications materials and plan community events promoting soil health.
- Attend weekly Agriculture Team meetings with the Agriculture Team Leader on work completed and key activities underway.
- Assist with the preparation of competitive grant funding or sponsorship applications.
- Comply with all GSNRM policies and procedures.

- Attend meetings and forums as requested, including presenting outcomes of the relevant work program.

Key attributes

Within the context of the duties described above, the ideal applicant will be someone who has the following attributes:

- Specialist skills in Soil Science in both pastoral and agricultural settings, soil biodiversity and ecology principles, sustainable agriculture practices and the application of best practice natural resource management.
- Knowledge in soil health monitoring, analysing soil samples, and interpreting results in view of animal and crop requirements.
- Soil extension experience in both pastoral and agricultural settings
- High level of computer skills particularly in relation to mapping, data collection and analysis and Microsoft office software.
- Experience in program management include monitoring milestones, deliverables and budgets.
- Good communication skills. Focus particularly on written communication skills for reporting.
- Excellent time management skills to meet deadlines.
- Willingness to be part of a team and support others.
- Ability to work with very minimal supervision.
- Able to undertake field work in remote locations. Must have C class driver's license.

Qualifications

Degree in Soil Science, Crop & Pasture Science, Agricultural Science, Rural Science, Environmental Science or a related field, and relevant experience in NRM fieldwork.

Other requirements

On occasion, GSNRM staff may be required to travel and undertake tasks outside normal work hours. This needs to be approved by the Chief Executive Officer prior to any work being undertaken. GSNRM does not offer paid overtime however, a Time off in Lieu Agreement (TOIL) can be entered with the approval of the Chief Executive Officer and prior to being accrued.

It is a standard requirement that successful applicants agree to undertake a pre-employment medical and random drug and alcohol testing when required by GSNRM.

Selection Criteria

1 Management Accountability
<ul style="list-style-type: none">• Demonstrated ability and willingness to work effectively with diverse stakeholder groups (farmers, graziers, Indigenous landholders, community and industry groups, government) and with staff of partner organisations to develop and implement sustainable agriculture projects.• Demonstrated time management skills with an ability to manage multiple projects and meet deadlines.
2 Technical Responsibilities
<ul style="list-style-type: none">• Experience and/or technical skills/knowledge of Soil Science and Extension in both pastoral and agricultural settings, soil biodiversity and ecology principles, soil health monitoring, analysing soil samples, and interpreting results in view of animal and crop requirements, or ability to rapidly acquire this knowledge.• Experience in the use of GIS systems, GPS devices, soil monitoring equipment or ability to rapidly acquire these skills.• Demonstrated ability in project management including: work plan development and prioritisation, monitoring, evaluation and reporting against work plan and project outcomes.• High degree of computer literacy including proficiency with Microsoft Office suite.
3 Partnerships and Communication
<ul style="list-style-type: none">• Demonstrated ability to communicate effectively as required to support improvement of soil management practices.• Demonstrated ability to work across teams with people with different skills and expertise.
4 Problem Solving
<ul style="list-style-type: none">• Demonstrated ability to work independently and identify and analyse problems, and develop and implement improvements.
5 Workplace Health and Safety and Personal Conduct
<ul style="list-style-type: none">• Knowledge of relevant Workplace Health and Safety considerations and demonstrated awareness of requirements for Employment Equity, Ethical Conduct and the Anti-Discrimination Act.
6 Qualifications and Experience
<ul style="list-style-type: none">• Qualification in Soil Science, Crop & Pasture Science, Agricultural Science, Rural Science, Environmental Science or related field (or working towards qualification) or extensive relevant industry experience is essential.• Current open 'C' class driver's license is essential.• Four-wheel drive vehicle experience is desirable.• Working with Children Blue Card (or ability to obtain) is highly desirable.

Citizenship

To be appointed you must be an Australian citizen, have permanent residency status or a visa permitting you to work in Australia permanently.

Approved

Zoe Williams

24 January 2022

Signature

Name

Date

Chief Executive Officer
Gulf Savannah Natural Resource Management