



Falkland Islands Government – Job Description

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| Job Title: | Agricultural Advisor – Wool and Sheep Genetics (Level 2) | | |
| Department: | Natural Resources | Section: | Agriculture |
| Reports to: | Head of Agriculture | | |
| Grade: | Falkland Islands Government Grade – C | Job Code: | 400AV1 |

Job Purpose

The Department of Agriculture (DoA) works to foster a viable and internationally competitive agricultural industry through integrated services, applied research and development, extension, business skill development and regulatory programmes. The Agricultural Advisor (Genetics and Wool) will report to the Head of Agriculture and provide direct support primarily through management and oversight of the following Departmental services:

- National Stud Flock via data management and stock selection
- The Wool sampling and some certification services (i.e. coring / grab sampling, mid-sides Quality Falklands Wool Assurance Scheme (QFW), Australian Certified Organics (ACO) and other third-party accreditations administered by the department
- Advice on Sheep Genetics data base, Genetic sampling, Australian Sheep Breeding Values (ASBV's)
- AI/ET programmes and Sheep Ultrasound Pregnancy Diagnosis
- Annual Agricultural Returns- data collection and publication
- Management of Agricultural Assistant, Wool Coring Officer and two QFW Auditors.

Main Accountabilities:

SPECIFIC ACCOUNTABILITIES

SERVICE DELIVERY

- In collaboration with the National Stud Flock Advisory Committee, lead on the design and delivery of genetic improvement and breeding programmes for the National Stud Flock with the goal of producing animals matched to the conditions of the Falklands and ensuring farms can respond to changing market opportunities.
- Lead the Saladero Management Group to oversee and advise on operations at the Department of Agriculture's demonstration and breeding facility Saladero farm.
- Collaborate with colleagues to oversee and advise on operations at the Department of Agriculture's demonstration and breeding facility Saladero farm.
- Lead planning and delivery of the annual National Stud Flock Ram Sale to provide farmers with access to improved genetics. Evaluate and deliver alternative mechanisms to increase opportunities for farms to benefit from the NSF.
- Lead the DoA wool sampling and certification services. Provide line-management of Wool Core Sampling Officer ensuring they are trained and perform to IWTO Standards.
- Take primary responsibility for ensuring appropriate data and financial management of the wool testing service and manage casual staff associated with these activities. Ensure that preparation and dispatch of wool samples and reporting of returned results is undertaken in a timely manner.



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- Manage the logistics and auditing of farms / businesses that are accredited by organic standards and Quality Falklands Wool
- Lead development, management of the Quality Falklands Wool (QFW) scheme

EXTENSION

- Provide advice on wool quality assessment, livestock selection and the implementation of genetic improvement of the Falkland Island sheep flocks through regular farm visit and workshop programmes.
- Advise DoA staff, farmers and other clients on wool test results. Develop improved production benchmark reports and disseminate general summaries of trends through, for example, written articles and public talks.
- Manage and train DoA and casual staff in operating the Optical Fibre Diameter Analyser2000 (OFDA2000) machine.
- Oversee reporting of wool marketing information (e.g. AWEX prices), wool clip analysis and wool classing standards extension to improve Falkland Island wool marketing options and returns.
- Support farms to apply for, and manage, grants to support improvements in sheep production outcomes (e.g. Farm Improvement Programme).

INNOVATION, DEVELOPMENT AND MONITORING

- Work with the Saladero Contracted Services, Head of Agriculture, Agricultural Advisors and the National Stud Flock Committee to ensure that clear records are kept in relation to the breeding, management and monitoring of animals within the National Stud Flock. This information is to be regularly reported to relevant stakeholders and submitted to external service providers (e.g. Sheep Genetics, Sally Martin Consultancy Pty Ltd) to assist in the provision of information to inform genetic decisions (e.g. Estimated Breeding Values and Indexing).
- Manage the DoA stock data records. Including, recording and reporting in relation to the National Stud Flock, annual National Stud Flock sale in conjunction with Agricultural Advisor Sheep Management and Saladero Contracted Services.
- Lead on evaluation of opportunities to enhance the financial position of, and develop new business for, Saladero and the National Stud Flock.
- Oversee, in collaboration with colleagues, the collection of information and publication of the annual Agricultural Returns as prescribed by the Agricultural Returns Ordinance 2013 by the Agricultural Assistant.
- Support the Head of Agriculture to deliver against the departmental strategic plan and other corporate plans, including the timely reporting of national KPIs.

GENERAL ACCOUNTABILITIES

- Manage staff, (Agricultural Assistant, Wool Coring Officer, QFW auditors, seasonal assistants) including performance management such as Personal Development Plans (PDP's), time sheets etc.
- Engage with and advise departmental and project staff to oversee specific tasks and ensure they are delivered on time and in specification.
- Assist with the delivery of other departmental activities on an 'as needs' basis.
- Provide assistance in the event of a disease outbreak of national importance in the Falkland Islands as directed by the incident controller.



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Additional Information:

- The Department of Agriculture (DoA) works to foster a sustainable, viable and internationally competitive agricultural industry through integrated services, applied research and development, extension, business skill development and regulatory programs.
- The postholder may also be required to work at weekends or at night.
- Travel away from Stanley involving being away overnight may be required periodically.
- The post holder is expected to work effectively in a team environment and within the bounds of the Health, Safety & Wellbeing policy



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| Person Specification: | Agricultural Adviser – Resilience and Restoration (Level 2) | | |
|--|---|-----------|-------------------|
| Criteria | Essential | Desirable | Assessment Method |
| Education and Qualifications: | | | |
| Level 5 qualification (UK or equivalent) or above in Agricultural or Livestock Science plus five years relevant professional experience OR at least ten years professional experience in a role requiring an equivalent level of skill and training | ✓ | | A/I |
| An MSc, (or an equivalent Level 7 qualification) in a relevant subject OR evidence of having significant experience of working in a role at the same level and of equal complexity as evidenced by a track-record of relevant research and/or extension outputs | ✓ | | A/I |
| A current valid manual driver’s licence | ✓ | | A |
| New Zealand Wool Testing Authority Sampling Officer Accreditation (or equivalent) | | ✓ | A |
| Wool Technology Certification Accreditor (or equivalent) | | ✓ | A |
| AWEX Certificate IV in Wool Classing (or equivalent) | | ✓ | A |
| Skills and Experience: | | | |
| Minimum of 5 years’ postgraduate experience in livestock science/breeding or agricultural sciences | ✓ | | A |
| Demonstrated knowledge of wool industry issues, including wool clip preparation and quality assessment | ✓ | | A/I/R |
| Proven experience in electronic data capture management for livestock systems | ✓ | | A/I/R |
| Experience in livestock performance recording, indexing and breeding value calculation | ✓ | | A/I/R |
| Experience with technical sheep research and breeding programmes | ✓ | | A/I/R |
| Knowledge in and experience of farm management | ✓ | | A/I/R |
| Demonstrated experience developing and delivering on-farm research and/or monitoring projects | ✓ | | A/I/R |
| Working knowledge of the design and delivery of impactful extension activities. | ✓ | | A/I/R |
| Demonstrated ability to use general and specialist computer software including spreadsheets, databases, word processors and relevant “tools of the trade”. | ✓ | | A/I/R |
| Familiarity with the use of Australian Sheep Breeding Values (ASBVs) | | ✓ | A/I |
| Experience in inspecting and/or auditing quality management systems | | ✓ | A/I |



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| Skills and Experience continued: | | | |
| Experience with sheep and cattle reproductive technology including Ultrasound Pregnancy Diagnosis | | ✓ | A/I |
| Significant project development, implementation and management relevant to the post | ✓ | | A/I/R |
| Excellent written and verbal communication skills including the development of, for example, public presentations, research notes, articles and websites | ✓ | | A/I |
| Excellent critical thinking and analytical skills | ✓ | | A/I |
| Demonstrated ability to strategically plan and manage own work program, be innovative and meet deadlines and commitments | ✓ | | A/I/R |
| Excellent interpersonal skills with demonstrated ability to communicate and network effectively via a range of methods with land-owners, co-workers and other stakeholders | ✓ | | A/I/R |
| Demonstrated ability to manage staff | ✓ | | A/R |
| Demonstrated ability to function as an effective member of a team as well as a team leader | ✓ | | I/R |
| Personal Attributes: | | | |
| Highly motivated with a passion to drive forward new initiatives | ✓ | | I/R |
| Ability to maintain a high degree of confidentiality and act tactfully in every capacity | ✓ | | I/R |
| Aware of sensitivity of information in a small community | ✓ | | A/I/R |
| Strategic thinker with good attention to detail | ✓ | | I/R |
| Shows initiative and an ability to work without close supervision | ✓ | | I/R |
| Willingness to travel as required including nights away from home both domestically and internationally | ✓ | | A/I/R |
| Understanding of and willingness to commit to working in a department that values health, safety and wellbeing | ✓ | | I/R |
| Ability and capacity to undertake training specific to the role | ✓ | | A/I/R |
| Fluent English speaker | ✓ | | I |

Method of Assessment:

A - Application Form

I - Selection Interview

R - Reference