

Role description

General information

Title:	Research Scientist, Perennial Pastures			Classification:	PO3
Division:	SARDI	Branch:	Crop Sciences		Business unit: Crop & Pasture Improvement
Type of appointment:	Fixed Term	Hours of duty:	37.5 hours per week	Location :	Waite Campus

About us

South Australia is internationally recognised for the quality of its agriculture, food, and wine. Our regions are the backbone of our state and the economic powerhouse that drives prosperity for all South Australians.

The Department of Primary Industries and Regions (PIRSA) is a key economic development agency working in partnership with our primary industries, regional stakeholders and across all levels of government to advance the prosperity and sustainability of South Australia's primary industries and regional communities.

We are a passionate team of around 800 people working across metropolitan and regional South Australia to develop and protect our state's regions and food, wine, aquaculture, fisheries, forestry, grains, livestock, dairy and horticulture industries.

Purpose

The Research Scientist, Perennial Pastures works within the Pastures Sub-Program of Crop and Pasture Improvement in the Crop Sciences Branch at the South Australian Research and Development Institute (SARDI). In this role, the Research Scientist, Perennial Pastures will collaborate with national research and development organisations and private breeding companies, leading applied research projects focused on perennial pasture breeding and agronomy to support greater productivity for South Australia's primary producers. Alternative areas of applied research may also be explored. Key responsibilities include providing specialist advice and applied research services to Australian livestock industries, drawing on expertise as a pasture science specialist.

This position plays a vital role in supporting PIRSA's priorities through increasing productivity of our primary industries, securing production through efficient and sustainable use of resources, managing adverse events and enhancing the resilience of regional communities. The role develops strong collaborative relationships with national and international primary industries, universities and research agencies and fosters these collaborative relationships to further SARDI's research profile and enhance the relevance of SARDI research for South Australian primary industries.

Key accountabilities

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| <ul style="list-style-type: none"> Develop and lead novel RD&E research projects of state or national significance to improve the production of perennial pastures in agricultural industries aligned with PIRSA strategic priorities. Managing and undertaking the planning, implementation and review of pasture breeding related projects for lucerne and other perennial pastures that deliver improvements in South Australian farming systems. Coordinating field and laboratory operations, including managing resources, procurement, and data. Developing and maintaining positive relationships and partnerships with industry, the university sector and cross-government to promote information sharing and to identify and respond to relevant grants, funding sources and opportunities to collaborate. | <ul style="list-style-type: none"> Conduct field trials in southern Australia, which includes coordination of resources, data collection, analysis, interpretation and ensuring project milestones and associated high quality reporting is delivered on time. Analysing, interpreting and reporting on complex scientific data. Developing and delivering presentations for scientific conferences, industry workshops and field days including providing scientific insights on pasture improvement and agronomy. Contributing specialist expertise and knowledge to other SARDI research projects in consultation with the Principal Research Scientist, Pastures, and the Program Leader Crop and Pasture Improvement. |
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Key Deliverables / Results

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| <ul style="list-style-type: none"> Conduct complex projects related to perennial pastures and ensure project milestones are met and outputs contribute to the broader SARDI Crop Sciences program and South Australian farming systems. Develop and maintain effective professional relationships with key collaborators and stakeholders including relevant research organisations, PIRSA staff, industry and the community. . Interpret project outcomes, make recommendations and produce project reports, scientific and industry publications to meet stakeholder, agency, and other reporting requirements. Identify, deliver and assist to commercialise new pasture cultivars to industry. . | <ul style="list-style-type: none"> Deliver results from perennial pasture agronomy and farming systems research to South Australian farmers to improve adoption of best practices. Communicate project results in peer reviewed scientific journals, scientific conferences and at field days, workshops and conferences. |
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Relationships

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| <ul style="list-style-type: none"> Role reports to Principal Research Scientist, Pastures. Provides supervision of staff within the Crop Improvement Program as required. Builds strong working relationships with relevant industry stakeholders, the scientific community, the university sector and project research partners. | <ul style="list-style-type: none"> Develops a broad professional network including staff within the Pastures Sub-Program, Crop and Pasture Improvement Program and other SARDI research groups, as well as interstate Departments of Agriculture, regional farming systems groups, Agribusiness and private consultants. Develops and maintains collaborations with local, interstate and overseas researchers. |
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Requirements

- Possession of a current driver's license and willingness to drive.
- Out of hours work and inter / intrastate travel may be required
- Australian residency or current works permit is required (responsibility of applicant to provide evidence of a current work permit).
- You acknowledge your [work, health and safety obligations](#) and [our expectations](#).
- The incumbent will be required to undertake emergency management training and must be willing to participate in emergency preparedness, response and recovery activities required by government agencies.

Qualifications

- Essential: Tertiary undergraduate degree in Agricultural Science/Plant Sciences/Genetics or similar and preferably with a minimum two years' experience post degree.
- Desirable: Higher degree (Hons, Masters or PhD) in relevant field, with a proven research record as demonstrated through grants and publications.

Capabilities

Capability	Behaviours
Professional and Technical Knowledge Demonstrates specialised knowledge and expertise to	- Experience with plant breeding including conducting and modifying breeding protocols. - Experience in the operational management of field research trials, and a preparedness to undertake field work in a range of

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contribute to the successful delivery of key programs and initiatives. Continuously develops and utilises technical skills to enhance research outcomes and industry advancements.	weather conditions is required. • Demonstrates a comprehensive understanding of plant genetics, data collection and analysis, and risk assessment related to crop and pasture improvement. • Demonstrates advanced skills in complex data analysis and research methodologies, contributing to multidisciplinary research programs and successful grant applications. • In-depth knowledge of pasture legume breeding and agronomy, South Australian farming systems. • Independently provides expert professional and specialist advice and scientific information to livestock producers and grain growers, agronomists and other scientists by way or workshops, conference presentations and high-quality publications.
Innovation Regularly thinks outside the given parameters and identifies innovative and creative new ideas that others may miss to solve business problems	• Open to possibility and confident to engage and work with the unknown and develop new plans. • Encourages people to think beyond themselves and their usual environment. • Thinks outside the box to develop genuinely novel concepts for products or services or to radically redesign processes to meet business needs • Incorporates the ideas and creative solutions of others
Communication Communicates effectively with a wide range of people, adapting style to match the audience and the situation; communicates complex ideas clearly, coherently, fluently and articulately, both verbally and in writing	• Effectively adapts communication style to diverse audiences, conveying complex ideas clearly and articulately in both written and verbal formats. • Recognises and can represent the viewpoints of multiple stakeholders. • Skilled in facilitating dialogue to build understanding during challenging discussions, respecting other viewpoints and incorporating these into making final decisions.
Planning and Organising (work management) Develops and manages efficient work plans for complex projects and activities involving several key elements in multi-agency and multidisciplinary projects.	• Identifies capabilities and resources needed to get the job done, monitoring and reviewing progress of activities and revises priorities appropriately. • Efficiently manages resources for project delivery and breaks down complex and ambiguous tasks into manageable components, while operating within time, financial and political constraints. • Develops, tests, and evaluates alternative solutions to find the best fit for stakeholders and makes informed decisions based on data analysis and customer needs.

HRMS no.:	TBC	ANZCO Code:		Objective ID:	TBC
Delegate approval:	Executive Director, SARDI			Date:	
Approved and classified by People and Culture:	Principal HR Business Partner				