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| <b>Position Title</b>    | Seed Production Agronomist   |
| <b>Reports To</b>        | Seed Production Team Leader  |
| <b>Direct Reports</b>    | N/A  |
| <b>Company</b>           | Grasslanz Technology Limited   |
| <b>Key Relationships</b> | Grasslanz Technology Team, PGG Wrightson Seeds, New Zealand Institute for Bioeconomy Science (BSI), BSI Farms and other land proprietors, other seed companies and industry support such asASUREQuality, endophyte testing services, MPI |
| <b>Location</b>          | Lincoln  |

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## WHO ARE WE

Grasslanz Technology Limited is a commercial subsidiary of the New Zealand Institute for Bioeconomy Science (BSI). Grasslanz is a specialist provider of plant and microbial technology and focuses on providing proprietary technologies for the primary sector. The company works with domestic and international investors, commercial partners and research organizations to grow science opportunities into innovative new products that create value.

Grasslanz' vision is to grow the value of plant and microbial solutions backed by science. Grasslanz is recognised globally as a premier source of grass endophytes and white clover, and a world leader in the development of temperate forage cultivars. We reinvest royalty revenue into research and development, primarily with the BSI, to innovate and grow our product portfolio. The company has several subsidiaries and joint ventures, including Grasslands Innovation Limited, AgResearch USA Ltd, Grasslanz Technology Australia Pty Ltd, and Endophyte Innovation.

The company has a turnover of approximately \$12m per year, with 16 staff operating in the Commercial team or the Seed Production Unit. Employees have expertise in seed production, research project management, intellectual property management, contract management, product development management, and customer relationship management.

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## POSITION SCOPE & PURPOSE

The Grasslanz Seed Production Unit produces a supply of at or above specification high grade seed / endophytes for clients, enabling Grasslanz to collect royalties from our cultivars/endophytes and continue our reputation of excellent delivery. This role is critical in providing seed production agronomy leadership to Grasslanz nucleus/breeders seed operation and nursery operations. This is a tight, collaborative team and the agronomist will also be expected to contribute general help in times of higher workload for the team – they can expect to receive that help when they are busy too.

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## KEY ACCOUNTABILITY AREAS

### **1. Agronomy oversight of Grasslanz seed production to allow the business to deliver approximately 40 nucleus, breeders and experimental seed increases per year as well as the grasses and legume nurseries.**

- Provide annual crop plan/layout, managing crop rotations and isolations.
- Provide input on required crop husbandry to the seed production team.
- Lead agrichemical selection and application for Grasslanz, supported by access to resources, the team and industry experts.
- Conduct regular crop inspections with the seed production team, contributing to the agreed team workplan.
- Liaison with neighbours and other land users regarding crop isolation issues.
- Development of agronomy expertise across the Grasslanz seed production team.

### **2. Client Engagement**

- As part of the team, attend client seed company production team meetings to ensure seed increases for new cultivars and maintenance of exiting cultivars for the life of the products.
- Work with the team to engage the Herbage Seed Sub-section of Federated Farmers (HSSFF) to meet requirements for maintenance, allocation and supply of Breeders seed of the non-proprietary (common) cultivars, advertising the service via the NZGSTA.
- Manage requests for non-proprietary cultivars breeders' seed.
- Reporting to and communicating with clients regarding nucleus and breeders seed increases.

### **3. Land Use**

- Liaison with land proprietors and land sub-lessors, fostering a healthy relationship and maintaining Grasslanz' reputation.
- Secure land tenure with lease agreements.
- Organise the crop rotations and plan planting locations and isolations each season.
- Manage crop rotations by utilising areas not under high grade seed with sub-leasing (appropriate crop and sheep grazing), or growing GTL crops such as barley, (production, harvest and sale).
- Manage relationships with sub-lessees, for stock movements, cultivation, irrigation, etc.

### **4. Seed Production Activities**

- Support the Seed Production Technical Assistant in management of seed certification applications and compliance where required.
- Undertake general seed production activities to support the Grasslanz seed production team including nursery operations and as required by the Grasslanz Seed Production Team Leader.

- Be willing and able to train in the operation of specialist farm machinery, harvesting, processing and seed cleaning equipment required for seed production, with a focus on Health & Safety training and recording.
- Carries out other duties as required by Grasslanz Seed Production Team Leader.

### 5. Health & Safety

- Ensures awareness of own responsibilities, Grasslanz policies and the procedures to follow in relation to health and safety.
  - Demonstrates through actions and attitude that Health, Safety and Wellbeing are a priority.
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## PERSON SPECIFICATION

The person best suited to this position will possess the following:

### EDUCATION & QUALIFICATIONS

- Preferably a tertiary qualification in agriculture, and / or relevant experience in arable farming and agronomy.

### CAPABILITIES & EXPERIENCE

- Strong experience in agriculture, arable farming and agronomy.
- Demonstrated understanding of plant science, seed production systems, crop management, quality assurance.
- Knowledge of and some experience with arable farm machinery, irrigation and seed cleaning will be an advantage.
- Good knowledge of crop management for forage seed production, quality control, crop hygiene (through rotations, isolations), crop husbandry, agrichemical selection and application, harvest, drying, seed cleaning, and storage.
- Experience working with Health & Safety systems on farm.
- Knowledge of the principles of seed certification and the seed trade in general.
- A knowledge of and ability to use Microsoft® Office applications, including use of spread sheets, data bases, software tools with written and verbal reporting capability.

## ROLE BASED COMPETENCIES

| Role based competencies – these are the competencies required to perform this role. |   |
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| Communication   | Conveys information clearly and effectively, listens to others, seeks to understand, expresses technical information in a way that helps others understand and develop        |
| Problem solving & analysis  | Effectively solves problems using a variety of resources, learns from issues and aims for continuous improvement  |
| Team interaction  | Respects and works well with others, builds trust, positive and cooperative, encourages open communication, receives and provides constructive feedback, takes accountability |
| Quality delivery  | Understands the need for exceptional quality work and attention to detail in Grasslanz activities   |
| Flexibility   | Responds positively to new challenges, adjusts and learns quickly, balances competing demands and demonstrates resilience   |
| Agronomic approach  | Careful and thorough management of crops, mindful of the need to deliver to specifications and ensure decisions enable the wider Grasslanz seed production plan               |
| Curious   | Interested in specialist seeds, elite germplasm, opportunities for innovation and interaction with leaders in both science and production for the seed industry               |

## GRASSLANZ ORGANISATIONAL STANDARDS

- We work as a team and respect each other
- We always have a customer and industry focus
- We aim to deliver high quality
- We are accountable for our actions
- We value innovative thinking
- We are trusted and known for our credibility