

Position Title:	Research Farm Manager - Invermay
Reports To:	National Farms Operations Manager
Direct Reports:	3 - 4
Group:	Farms, Infrastructure
Key Relationships:	Farm Teams across NZ, Science Employees, External Stakeholders
Location:	Invermay Campus, Mosgiel, Dunedin

WHO WE ARE

We are passionate innovators, dedicated to making a difference to the future of New Zealand by delivering world-leading research and through complex problem solving across diverse agricultural areas. We are respected by the scientific community for thought leadership, trusted by industry partners for the value we add to the sector, and admired by farmers and governmental stakeholders for all that we do to keep New Zealand at the forefront of global agricultural excellence.

We go beyond innovation to maintain AgResearch's role as a leading collaborator and contributor to New Zealand's worldwide agricultural reputation.

Our Vision is to drive economic prosperity by transforming agriculture while incorporating the fundamental concepts of sustainability, environmental responsibility and Vision Mātauranga.

POSITION SCOPE & PURPOSE

The Research Farm Manager is responsible for both the physical farm performance and technical science outcomes on Invermay Farm.

Invermay Farm is a busy research farm conducting many trials involving sheep, deer, and cattle. The farm team of five work closely with science teams, supporting each other to provide services to science in the management and implementation of research trials.

Working closely with the National Farms Operations Manager, the focus of this role is to implement and maintain robust farming systems which support AgResearch's science research needs. This is achieved through effective management practices that deliver the business plan in a fiscally prudent manner, while creating and maintaining an on-farm culture that encourages leading edge farming, a customer service focused delivery to science, and a healthy and safe environment for staff.



Our Future



Bright Minds

Leading the Way

Significance

Balance

KEY ACCOUNTABILITY AREAS

SCIENCE DELIVERY TO SCIENCE RESEARCH EXCELLENCE

- Create a culture of client focused delivery to science. Develop and maintain strong relationships with key farm customers to ensure full understanding of science needs and ensure agreed services can be delivered as agreed.
- Foster a 'partnership' with science, ensuring free and open communication linkages between farm staff, scientists and commercial clients, and ensuring farms actively participate in organisational forums.
- Actively participate in AgResearch forums including farm/science liaison committee, animal ethics, and other farm providers.
- Contribute to the development and maintenance of a planning schedule of current and likely on-farm science projects on a rolling two-year cycle, profiling the farm's farming and science capabilities.
- In conjunction with the National Farms Operations Manager, plan, and execute a farming program that supports both science activities and farming deliverables.
- Ensure records are maintained for all farm trials (discussed and planned); all trials are carried out in accordance with agreed trial plans and that animal welfare is paramount within the constraints of scientific research.
- Ensure forward planning and engagement with Science via Trial Planning committees.
- Implement on-going best practice on-farm processes that delivers to strategic and operational goals.
- Establish and maintain sound commercial relationships with industry partners.
- Participate in promotional aspects of agricultural research, e.g. field days, visitors etc.
- Ensure Biosecurity is maintained to the highest level.

OPERATIONAL AND TECHNOLOGICAL EFFECTIVENESS

- Take accountability for financial activities including budget preparation, expenditure, monitoring financial performance and reporting to optimise farm operations within the constraints of on-farm scientific research.
- Regularly analyse and report on variances from budget and outline proactive measures taken to address. Inform and seek support with the National Farms Operations Manager and Infrastructure management team as appropriate.
- Follow a medium to long term maintenance plan taking into account present and potential science usage and the terms and conditions of any relevant lease agreement for the region, with long term sustainable land management considerations.



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- Contribute to various farms planning activities including 3-5 year regional farms plan and capital investment planning.
- Sell and purchase farm livestock and crops to ensure best returns for AgResearch in accordance with the National Farms Operations Manager.
- Maintain a good level of industry awareness and understanding of key issues and assist to monitor farm performance against industry standards to achieve agreed performance outcomes.
- Continually seek to adopt and implement leading edge technological and farm management practices to enhance the performance and credibility of the farm.
- Ensure working environment and facilities are clean, healthy and safe for staff clients and visitors.

LEADERSHIP

- Develop and contribute to a positive and engaged team culture, leading to a high performing team that's works collaboratively to maximise delivery to science.
- Ensure a high performing team by agreeing performance expectations, providing regular feedback, rewarding and recognising team members appropriately and taking corrective action where necessary.
- Provide leadership and identify current and future capability requirements (people and equipment) to ensure people and resources are managed and allocated effectively to ensure company objectives are met.
- Effectively manage farm employment operations such as recruitment, management of annualised hours, leave and time in lieu and involving the National Farms Operations Manager, Infrastructure management team or People & Culture as appropriate.
- Arrange and manage contractors as required and agreed with the National Farms Operations Manager.
- Ensure your team understand and adhere to all company policy and legislative requirements.

HEALTH AND SAFETY AND COMPLIANCE

- Responsible for ensuring a high level of farm safety and full regulatory compliance within the workplace, e.g. regulations such as food safety, animal welfare and ethics, environmental and HSNO requirements and science protocols.
- Maintain current knowledge of AgResearch's Health and Safety Management policies, systems, and procedures.
- Ensure awareness of own responsibilities and the procedures to follow in relation to health and safety.
- Identify and report any hazards, near misses or incidents as per prescribed policy and procedures.
- Demonstrate safe workplace behaviour by taking all practicable steps to ensure own and other's safety in the workplace.



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- Attend scheduled Health and Safety training and development initiatives on a regular basis.
- Maintain a strong focus on environmental compliance.

ORGANISATIONAL OBJECTIVES

- Apply prescribed project management methodology into all project work.
- Develop and apply sustainability practices to reduce carbon emissions.
- Apply principles of continuous improvement by taking ownership for identification, analysis and investigation of work-related matters with the intent to improve, manage compliance and initiate best practice in our place of work.
- Actively participate in and contribute to performance conversations and personal development.
- Embrace the AgResearch Values framework and develop own behaviours to support these Values on a continuous basis.
- Take responsibility for understanding and applying AgResearch policy, processes, systems, and procedures on a daily basis.
- Commit to accurate and timely information sharing and recordkeeping as per set organisational standards.
- Perform additional tasks, duties and/or responsibilities as directed by your people leader.
- Assist and support AgResearch activities across different science groups and business units, as agreed with your people leader.

INFORMATION MANAGEMENT

- Ensure that all information created or received during the course of your work is managed as per  AgResearch Information Management policy. This includes naming, storing, classifying and ensuring it is available to other staff as per the policy.



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PERSON SPECIFICATIONS

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

EDUCATION & QUALIFICATIONS

- 8+ years' farm and livestock experience and/or qualification in Agriculture or Agribusiness discipline.
- 3+ years' experience in a Farm Management role.
- Significant experience with sheep, beef and deer systems.

CAPABILITIES & EXPERIENCE

- Demonstrated experience and success in managing financial and feed budgets, and pasture management.
- Proven ability to support and lead a team to deliver excellent farm performance.
- Competent with MS Office and Farm Technology Programmes (including Tru Test and FarmIQ) essential.
- Experience with Farmax an advantage.
- Working knowledge of NZFA and MPI Biosecurity Legislation, including reporting requirements.
- An understanding of science and science principles as they relate to the pastoral sector would be desirable.
- Current full driver's licence essential.
- Growsafe and certified handler certificates preferred.
- ATV, Tractor, 4WD Safety Training preferred.



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COMPETENCIES

Organisational wide competencies – these are the competencies determined by the organisation as critical to every role.	
Accountability	Accepts responsibility for one’s actions regardless of outcomes.
Caring About People	Displays sensitivity towards the attitudes, feelings, or circumstances of others.
Developing People	Provides support, coaching, training, and career direction to others.
Integrity	Acts honestly in accordance with moral or ethical principles
Driving Results	Accomplishes goals, completes tasks, and achieves results.
Leveraging Diversity	Respects and values individual differences to obtain a desired effect or result.
Relationship Building	Develops collaborative relationships to facilitate current and future objectives.
Self-Development	Actively acquires new knowledge and skills to remain current with and/or grow beyond job requirements.
Role based competencies – these are the competencies required to perform this role.	
Decision Making	Uses sound judgment to make timely and effective decisions.
Delegating	Assigns work to others based on tasks, skills, and workloads.
Driving Change	Champions new methods, systems, and processes to improve performance.
Influencing Others	Persuades others to help achieve organisational goals and objectives.
Listening to Others	Listens and restates the ideas and opinions of others to improve mutual understanding.
Managing Conflict	Resolves hostilities and disagreements between others.
Managing Resources	Coordinates people and financial and material capital to maximise efficiency and performance.
Solving Problems	Identifies solutions given available information.
Taking Smart Risks	Evaluates trade-offs between potential costs and benefits and acts accordingly.
Team Building	Assembles productive groups based upon required skills, goals and tasks

