

Job Description – Research Scientist

Western Dairy Research, Development and Extension Hub	
Job Title	Research Scientist
Classification	Negotiated salary – \$80,000 to \$92,000
Reports to	Western Dairy Agribusiness Team Leader
Supervisory Responsibilities	1 – 3 field staff as required; management of contractors as required.
Job Summary	<p>The Research Scientist will be required to:</p> <ul style="list-style-type: none"> • Design, establish and implement research projects that meet the strategic objectives of Western Dairy and the WD RD&E Hub. • Directly implement and manage research project budgets and allocate resources appropriately to achieve the required program outcomes and timeframes. • Publish research results and maintain up to date knowledge and awareness of research findings, issues and trends relevant to area of expertise. • Maintain stakeholder relationships at a farmer and industry level to enable effective operation of the research projects and related extension. • Line manage field staff and contractors to assist in research projects including the development of work plans, undertaking performance reviews, managing OH&S requirements. • Other duties as directed.
Essential Duties	
1. Dairy science and research (55%)	<ol style="list-style-type: none"> 1.1. Initiates and carries out research to improve sustainable agricultural production by: 1.2. Designing and conducting laboratory and/or field experiments that lead to improved production efficiency and growth, market confidence and value added products. 1.3. Collecting tabulating, analysing and interpreting experimental data. 1.4. Conducting scientific and economic analyses to improve policies, technologies and market opportunities to identify profitable opportunities for technical change, policy and industry structural change. 1.5. Reviews and publishes extension material and other relevant technical publications. 1.6. Utilises support systems and models to assist in conducting analysis and evaluation of systems and processes. 1.7. Publishes work in relevant scientific journals to contribute to the industry, national and international dairy scientific knowledge base. 1.8. Developing and maintaining an up to date knowledge and awareness of research findings, issues and trends relevant to area of expertise.

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2. Research Project Management (10%)	<ul style="list-style-type: none"> 2.1. Develops research proposals and submits new initiatives to relevant funding bodies, that are of a high scientific standard and likely to result in publication. 2.2. Develops research project plans based on funding submissions, contacts or deeds. 2.3. Implements research project plans, and manages resources including financial and human resources to ensure their efficient application to achieve the required outcomes and milestones. 2.4. Completing progress reports to meet project specifications. 2.5. Ensures project delivery is undertaken in accordance with SWCC policy and procedures such as procurement procedures and project management methodology. 2.6. Supervises and administers external contracts with consultants and contractors as required.
3. Project Officer Line Management (5%)	<ul style="list-style-type: none"> 3.1. Develops conceptual work plans for field staff and oversees their daily project implementation. 3.2. Provides clear instruction, expectations and feedback to field staff in a professional manner and in accordance with SWCC and WD RD&E requirements and standards. 3.3. Manages (with assistance from HR and administrative staff) the legislative and HR obligations of the field staff to ensure compliance with requirements of Occupational Health & Safety, Equal Employment Opportunities and includes formal employment, induction, timesheets, are undertaken in a timely manner.
4. Communications and management of relevant stakeholder relationships (10%)	<ul style="list-style-type: none"> 4.1. Maintains farmer / levy payer relationships to ensure the WD RD&E research is directly relevant to farmer's needs, is valued, and its relevance is understood. 4.2. Actively promotes technology and systems and prepares and disseminates the results of research by mass media including reports, articles, broadcasts and field days so that findings may assist farmers, department officers and the wider scientific community. 4.3. Participates in relevant farmer and industry forums related to the role. 4.4. Represents WD RD&E at relevant events, seminars, conferences, workshops and similar, including providing presentations as required. 4.5. Expand and enhance sustainable agricultural industry development
5. Team work, communication and relationships (10%)	<ul style="list-style-type: none"> 5.1. Contributes to building a positive team spirit for the WD RD&E and SWCC team as a whole by establishing and maintaining effective, supportive and cooperative working relationships. 5.2. Works collaboratively with other staff/projects within the WD RD&E Hub and SWCC to achieve optimum project outcomes. 5.3. Treats people with respect and courtesy and is objective and open to other's views. 5.4. Gives and welcomes constructive feedback.

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6. Continuous Quality Improvement (10%)	6.1. Monitors own work to ensure quality, accuracy and thoroughness. 6.2. Displays a commitment to excellence by ensuring services provided are of a high quality and follow best practice. 6.3. Identifies, suggests and implements organisation improvement strategies 6.4. Uses feedback to modify approach or method to best fit the situation. 6.5. Pursues workplace, personal and professional improvement. 6.6. Is cost-conscious in the use of SWCC / WD RD&E resources. 6.7. Follows SWCC policies and procedures. 6.8. Applies relevant safety procedures/guidelines and equal opportunity principles to performance of work.
Qualifications, registrations or special skills required	
7. Essential Criteria	7.1. A postgraduate tertiary qualifications in agriculture science or an approved equivalent. 7.2. Demonstrated ability to carry out scientific research and development activities relevant to agriculture, food and the dairy industry. 7.3. Project management skills and demonstrated experience in implementing formal project management methodologies. 7.4. Excellent communication, interpersonal and negotiation skills including demonstrated ability in managing others and performing as part of an effective team. 7.5. Demonstrated writing skills for the research, publications and extension purposes. 7.6. High level capacity for self-motivation, developed time management skills and an ability to meet deadlines.
8. Other	The following are assumed and will be checked at interview: 8.1. Australian Residency or eligibility to legally work in Australia 8.2. Proficiency in use of Microsoft Office software or similar 8.3. Current 'C' Class Driver's License or better
9. Work Environment and Physical Demands	
This position is based in the SWCC Bunbury office.	