TRAINEE AGRICULTURAL EXTENSION OFFICER

➢ Are you passionate about Agriculture and making a difference to the Great Barrier Reef?
➢ Are you looking to widen your industry experience?

This is your opportunity to be mentored by experienced extension practitioners to develop the skills required to engage with primary producers and improve land management practices throughout the Great Barrier Reef (GBR) Catchments. This is a unique opportunity to be part of an exceptional program and cohort of cross-industry trainees over a 15-month period. Participants will have the chance to collaborate with professionals from diverse sectors, gaining valuable insights and skills that extend beyond their own industry. The program offers a well-rounded experience designed to enhance both personal and professional development, positioning trainees for future success in their respective fields.

POSITION DESCRIPTION

Program	Agricultural Extension Work Placement Program (2025)	
Position Title	Trainee Agricultural Extension Officer	
Salary	$70,000 p.a plus superannuation Plus a training and support program with a value of more than $30,000	
Incumbent	This position is full time commencing in February 2025, ceasing in May, 2026 (15 months duration only)	
Host Organisation	Aglantis Pty Ltd	
Location	Ayr, QLD 4807 or Mackay, 4740	
Reports To	Barry Cross	
Key Relationships	*Internal:*	Barry Cross – AgTech Officer; Kaylaha Malaponte – Extension Officer; Luke Malan – Managing Director
	External:	Landholders, other Trainees, Queensland Farmers' Federation, other extension staff

Position Summary:

The Queensland Government engaged Queensland Farmers' Federation (QFF) to facilitate the Agricultural Extension Work Placement Program (AEWPP), which aims to improve the capacity of up to nine early career extension officers (trainees). The program will enhance your extension skills as you assist in delivering Agricultural and/or Natural Resource Management (NRM) projects with landholders in the Great Barrier Reef Catchments (GBR), developing expertise in one or more of the following areas: land management, nutrition management, irrigation management, pest management, chemical management, precision agriculture, GIS systems, water quality and soil health.

Trainees will be employed for 15-months to assist with the delivery of extension services through their host organisations, supported by mentoring from experienced advisors and a tailored training

program. Trainees will also have the opportunity to build professional and local networks with their fellow trainees, industry advisors, previous trainees as well as in their local communities.

Host Organisation and Work Location:

About Us: Aglantis is a leader in precision agriculture, where we blend cutting-edge IoT technologies with conventional farming methods to transform agriculture. Our mission is to enhance farm productivity and sustainability by providing innovative, tech-driven solutions. With a strong commitment to improving agricultural practices, Aglantis is helping farmers meet the challenges of the future, particularly in the Great Barrier Reef catchment area. (Aglantis – 'What we do' video)

Our **headquarters is located in Ayr, Queensland**, at the heart of the Lower Burdekin farming region, a key sugarcane-producing area. This location offers trainees a unique opportunity to engage directly with landholders, conduct fieldwork, and contribute to projects focused on improving water quality and farm productivity. Our work environment supports hands-on learning, and you'll be part of a dynamic team committed to delivering results that contribute directly to the Reef 2050 Water Quality Improvement Plan.

Trainee Role & Responsibilities:

The Trainee Agricultural Extension Officer will:

- Work on projects that contribute to the targets set by the **Reef 2050 Water Quality Improvement Plan**.
- Collaborate on initiatives focused on improving land management, water quality, and sustainable agricultural practices.
- Engage with stakeholders, including landholders, community groups, and industry experts, to enhance the adoption of sustainable farming practices.
- Assist with the implementation of IoT automated irrigation systems to help farmers reduce off-farm runoff and improve water management.
- Contribute to the design, management, and delivery of various projects aimed at improving environmental outcomes.
- Participate in fieldwork, including data collection, analysis, and reporting to track project progress and impact.
- Engage in community workshops, training sessions, and stakeholder meetings to facilitate knowledge sharing, foster collaboration, and promote best practices.
- Support the development and submission of project reports and proposals to government bodies and funding agencies.
- Work closely with the project team, other trainees, and external partners to ensure seamless project execution and meet key performance indicators.

Trainees will attend the following activities:

- Program induction workshop (within the first month of commencement).
- Reef Extension Think Tank.
- APEN (Australasia Pacific Extension Network) or similar event in 2025.
- Cross-industry bus trip to expose the trainee to different extension practices across the Great Barrier Reef catchments.

- Mid-term evaluation workshop.
- Final evaluation workshop and graduation event.
- Online extension training with Ag Consulting Co.

Eligibility Criteria:

Essential:
1. Be a citizen or permanent resident of Australia.
2. Hold a 'Class C' Queensland driver's license.
3. Have completed studies in Agriculture, Science, or Environment (holding at least a Certificate IV in a related field).
4. Be early in your career or a new entrant to the extension field with no more than one year of experience in extension or advisory services.
5. Be willing to work for the host organisation. Relocation to the host office is at the trainee's own cost.
6. Be able to commence work in February 2025.
7. Be able and willing to travel throughout the region and GBR catchments as part of their work (potential for multiple days away at a time).
8. Actively participate in specified training and demonstrate competency in agreed key performance indicators.
9. Demonstrate the capacity to work independently within a team environment.
10. Have strong verbal communication and networking skills.

Desirable:
1. Training in fields valuable for Reef health outcomes (e.g., land management, irrigation, pest management, precision agriculture, GIS, water quality, and soil health).
2. Experience or basic understanding of electrical circuits and IoT devices.
3. Ability to troubleshoot and install 12V electrical devices, including wiring and diagnostics.
4. Familiarity with low-voltage system troubleshooting, ensuring proper connectivity and functionality of IoT devices.
5. Keen interest in precision agriculture, including GPS systems, automated irrigation, and a basic understanding of irrigation systems.

QFF and Aglantis support equal opportunity employment, Aboriginal people and Torres Strait Islanders are encouraged to apply.

Selection Criteria:

Applications will be assessed by the project manager and host organisation against the following criteria:

Prerequisite

- Have completed studies in Agriculture, Science or Environment (holding at least a Certificate IV in a related field)
- Understanding of national and state legislation and policy relating to sustainable land management including the Environmental Protection and Biodiversity Conservation Act and Vegetation Management Act.
- Able to utilise GPS devices, GIS, and Drone applications and/or other software programs to effectively record and track the progress of on-ground actions.

- Ability to lead, build and sustain relationships, resolve conflict, handle negotiation effectively and develop collaborative working relationships in an environment where there is a conflict of priorities or use of resources.
- Well-developed written and oral communication skills, with a demonstrated ability to negotiate and influence outcomes with stakeholders, partners, and management.
- Proven research/analytical skills and strong organizational/communication skills.
- Energetic and achievement oriented as well as commercially aware and proactive.
- Strong awareness of self and what it means to be a team player.
- Current C Manual class driver's license.

Desired

- Basic understanding of asset management and maintenance principles;
- Basic understanding of project management principles;
- Basic understanding of electrical systems or troubleshooting low-current IoT/electrical devices.

Applications will be assessed based on:

- Academic achievements and proficiency in relevant fields.
- Communication and stakeholder engagement capabilities.
- References supporting the applicant's suitability for the position.
- Commitment to contributing to improved land practices within the region.
- Ability to build networks and liaise effectively with a variety of stakeholders including primary producers.

Submitting an Application:

Candidates are asked to submit the following information:

1. Current Curriculum Vitae (CV).
2. Cover Letter (maximum two pages), or a 3-minute video clip that responds to the selection criteria and summarises why you are interested in this role and why you should be considered for this role.
3. Proof of nationality or a permanent residence visa.
4. Certified copies of your academic record and academic transcript.
5. Two (2) references, reference reports/letters that support your claims for the position are favorable.

Application and Assessment Cycle:

The following sequence outlines the work placement cycle.

Event	Proposed Date
Applications Close	10th November 2024
Interviews of Shortlisted Applicants	11th – 22nd November 2024
Applicants Advised of Selection Outcomes	6th December 2024
Proposed Starting Date	Early February 2025
Induction workshop	5th & 6th March 2025

These are tentative dates. You will be advised of any changes.

If you are successful, Aglantis will contact you to discuss the details of your employment and contract. The details will be aligned to the grant agreement between Aglantis and QFF, according to the provisions of the Deed of Funding Agreement from the Department of Environment, Science and Innovation (DESI).

Further Information:

For any queries related to the Agricultural Extension Work Placement Program, please contact Tim Bradley at tim@qff.org.au

To find more about the program please go to:
https://www.qff.org.au/projects/agricultural-extension-work-placement-program/

Below you will find some useful links about the project partners and relevant organisations.
QFF
DES
Office of the Great Barrier Reef
Rural Jobs and Skills Alliance
Reef Alliance
Reef 2050 Water Quality Improvement Plan
Paddock to Reef
Aglantis