



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	FARMACIST PTY LTD	
Location	178 Queen Street Ayr, QLD 4807	
Reports To	Jayson Dowie	
Key Relationships	Internal:	Mentors, Host Organisation, Employees
	External:	Landholders, other Graduates, 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:

Farmacist is a progressive agronomic service provider with strong links to agricultural innovation and technology. These strong links with our growers and corporate clients drive us to improve productivity, profitability, and sustainability within the sugarcane industry. We achieve this through the application of effective extension, based on cutting-edge research and development.

The graduate position will be placed within the Burdekin Region in Northern Queensland. The Burdekin is the largest, fully irrigated sugar production region in the Australian Industry and is in close proximity to the Great Barrier Reef. The Burdekin region is a wonderful community renowned for its kitesurfing, fishing, and sporting lifestyles. Our office in Ayr is situated 80 kms south of Townsville on the Queensland coast. Our office is located in the centre of Ayr's business district.

Farmacist has the largest group of qualified agronomists in the sugar industry and our staff cover a multitude of agricultural disciplines in various water quality projects. An opportunity exists with the Agricultural Extension Work Placement Program (AEWPP) to integrate an extension trainee into our organisation and work closely with our experienced team across a multitude of projects, research trials as well as working with fee for service agronomy customers.

Farmacist has delivered numerous grant funded practice change projects over the years which covered nutrition, soil science, pesticide management, precision agriculture applications, irrigation and soil health. This included the award winning RP161, Project Bluewater, Project Catalyst, Irrigation Programs, as well as the Precision to Decision project which centred around spatial agronomy and data derived decision support. Farmacist has commenced new QLD state government funded practice change projects in the Mackay, Burdekin and Cairns regions. Through exposure to these projects, the trainee will develop a range of skills that will serve them well in their careers. Additionally, as we work with numerous growers and stakeholders through these projects, the successful trainee will create many rewarding personal relationships and strong professional relationships within our industry.

Through the Agricultural Extension Work Placement Program, our goal is to provide the successful candidate with a wealth of agricultural experience and set strong foundations in science, extension and facilitating environmental stewardship to progress exciting agricultural careers upon. To date, Farmacist has trained and mentored 7 candidates, of which some have become long-term valued staff members and progressed to senior positions within our organisation and are highly regarded by growers and industry organisations.

The trainee will predominantly work in the sugarcane industry in the Burdekin region; however, they will also have the opportunity to gain useful exposure to the horticultural and grazing industries in regions north and south of the Burdekin. The trainee will be engaged in on-farm visits, learning about farming practices and technology, and participating in various projects and management planning discussions. Through this engagement, the trainee will develop an understanding of the region's agricultural industry and positive relationships with the farmers. Development of these

important skills will help the trainee to better plan, target and deliver appropriate extension activities, leading to improvements in water quality.

More information about Farmacist can be found at <http://www.farmacist.com.au/>

Trainee Role & Responsibilities:

The Trainee Extension Officer will:

- Work on projects directly contributing to the targets set out by the Reef 2050 Water Quality Improvement Plan.
- Collaborate on projects such as
- Engage with stakeholders to enhance the implementation of sustainable agricultural practices across the region.
- Contribute to the design, management, and delivery of projects.
- Participate in fieldwork, data collection, and analysis.
- Engage in community workshops and stakeholder meetings to facilitate knowledge sharing and promote initiatives.
- Support the development and delivery of project reports and submissions to government bodies.

Trainees will be required to attend all training activities listed below:

- The program induction workshop (to take place within the first month of commencement).
- The Reef Extension Think Tank
- The Australasia Pacific Extension Network (APEN) or similar event to be held in 2025.
- A cross-industry bus trip to expose the trainee to different extension practices across the Great Barrier Reef Catchments.
- The mid-term evaluation workshop.
- The final evaluation workshop and graduation event.
- Complete online extension training with Ag Consulting Co.

Eligibility Criteria:

Essential

To be eligible as a trainee, candidates must:

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 at the beginning of 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 Farmacist. It will be the trainee's responsibility to organise relocation to the host organisation's office at their own cost.
6. Be able to commence work in February 2025.

7. Be able and willing to travel throughout a region and the GBR catchments as part of their work. This may include multiple days away at a time.
8. Actively participate in specified training and demonstrate competency in agreed key performance indicators
9. Demonstrate capacity to work independently within a team environment
10. Have a high-level verbal communication skill and demonstrated networking skills.

Desirable

1. Demonstrated training in fields valuable to deliver Reef health outcomes is desired, such as land management, nutrition management, irrigation management, pest management, chemical management, precision agriculture, GIS systems, water quality and soil health.

QFF and Farmacist 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;

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 favourable.

Application and Assessment Cycle:

The following sequence outlines the work placement cycle.

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

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

If you are successful, Farmacist will contact you to discuss the details of your employment and contract. The details will be aligned to the grant agreement between Farmacist 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](#)

www.farmacist.com.au