



## Falkland Islands Government – Job Description

|                    |  |                  |             |
|--------------------|--|------------------|-------------|
| <b>Job Title:</b>  | Agricultural Adviser – Land Management and Grazing Systems |                  |             |
| <b>Department:</b> | Natural Resources  | <b>Section:</b>  | Agriculture |
| <b>Reports to:</b> | Head of Agriculture  |                  |             |
| <b>Grade:</b>      | Falkland Islands Government Grade – C                      | <b>Job Code:</b> | 400A01      |

### Job Purpose

Reporting to the Head of Service, develop and lead the Department's land and grazing management programme. Provide advice to industry that is objective, practical, economically sound and tailored to the needs of individual farm businesses. Advice should achieve the key objectives of the Department's Business Plan through:

- Provision of pragmatic advice on soil, pasture and strategic land management.
- Advancing sustainable agricultural practices that can increase the productivity, resilience and profitability of the Falkland Islands sheep flocks, cattle herds and horticultural industries.
- Leadership and stakeholder engagement in order to effectively lead business-specific, on-farm Farmer based Research and R&D programs with land managers.

### Main Accountabilities:

- Develop and implement the Department's sustainable grazing management program considering the soil resource and wider land management factors.
- Providing strategic and tailored advice about natural asset quality, use and management practices in extensive and intensive production systems leading to productive, profitable and environmentally sustainable farms.
- Utilise knowledge of rangeland production systems, acid-soil management, soil nutrition, soil hydrology and farm-business economics to support land managers.
- Work with the Dept of Environment and external conservation organizations, as necessary, to develop grazing management programs that are environmentally and economically sustainable to rural businesses and that consider climate change impacts, providing mitigation advice and demonstration as necessary.
- Manage the Department's Farmer-based Research program, which includes implementing and overseeing the conduct of farmer-centric on-farm experiments to ensure that advances in grazing technology and grazing systems management are evaluated, and ultimately advanced, in the Falkland Islands. In particular work closely with the managers of the Government owned farms within FLH Ltd, to trial best practice where this can be accommodated and as appropriate to the farm business.



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**Job Title:**

Agricultural Adviser – Land Management and Grazing Systems

**Main Accountabilities: *(continued)***

- Leverage local and external knowledge systems to help build the capacity of land managers to innovate and cost-effectively utilise the islands natural assets, scale-up and diversify production.
- Delivering public presentations and producing papers and reports as required.
- Support the Head of Agriculture to deliver against departmental business plans and corporate plans, including the timely reporting of national KPIs.
- Work with internal and external stakeholders to develop and implement pest and weed control policy and strategy at a national level.
- Provide line management and task oversight for one or more of the departments Agricultural Assistants as necessary, and according to taking.

***The job description is not an exclusive or exhaustive definition of your duties. You shall undertake such additional or other duties as may reasonably be required by FIG commensurate with your role and grade.***



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| Person Specification:  | Agricultural Adviser – Land Management and Grazing Systems |           |                   |
|--|--|-----------|-------------------|
| Criteria   | Essential  | Desirable | Assessment Method |
| <b>Education and Qualifications:</b>   |  |           |                   |
| Degree in Agricultural Science or Natural Resource Economics with specialisation in agricultural production, or equivalent   | ✓  |           | A                 |
| A current valid manual driver's licence  | ✓  |           | A                 |
| <b>Skills and Experience:</b>  |  |           |                   |
| Minimum of at least 5 years' postgraduate experience in soil and plant sciences in mixed crop-forage and grazing systems   | ✓  |           | A                 |
| Demonstrated knowledge and experience of land-use systems, particularly in relation to weather extremes, soil degradation and agro-ecosystems vulnerable to mid-long term climate changes          | ✓  |           | A/I/R             |
| Demonstrated experience with farmer-based research   | ✓  |           | A/R               |
| Demonstrated ability to manage staff   | ✓  |           | A/R               |
| Significant project development, implementation and management relevant to the post  | ✓  |           | A/I/R             |
| Demonstrated ability to collect, interpret and report agronomic data   | ✓  |           | A/I/R             |
| Excellent interpersonal skills with demonstrated ability to communicate and network effectively via a range of methods with farmers, co-workers and others in the agricultural sector and managers | ✓  |           | A/I/R             |
| Demonstrated ability to use computer software including spreadsheets, word processors and relevant "tools of the trade"  | ✓  |           | A                 |
| Demonstrated ability to function as an effective member of a team as well as a team leader when called upon  | ✓  |           | I/R               |
| Demonstrated knowledge and experience of soil and pasture interactions, particularly in relation to acid peat soils, native species with poor nutrition and temperate cultivars                    | ✓  |           | A/I/R             |
| Demonstrated knowledge and experience of pasture and crop establishment and nutrition protocols, particularly temperate legumes, grasses, cereals, forage brassica's and horticulture crops        | ✓  |           | A/I/R             |



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| <b>Skills and Experience: (continued)</b>   |  |           |                   |
| Demonstrated knowledge of pest and weed control programmes  |  | ✓         | A/I/R             |
| Experience in the use of agricultural machinery relevant to the post                                    |  | ✓         | A/I               |
| Highly motivated with a passion to drive forward new initiatives  | ✓  |           | I/R               |
| <b>Personal Attributes:</b>   |  |           |                   |
| Strategic thinker with good attention to detail   | ✓  |           | I/R               |
| Team player   | ✓  |           | R                 |
| Shows initiative and an ability to work without close supervision                                       | ✓  |           | I/R               |
| Tactful, empathic and diplomatic  | ✓  |           | I/R               |
| Self-motivated  | ✓  |           | I/R               |
| Willingness to travel as required including nights away from home both domestically and internationally | ✓  |           | A/I/R             |
| Good business sense and commercial awareness  | ✓  |           | I/R               |
| Aware of sensitivity of information in a small community  | ✓  |           | A/I/R             |
| Capacity to work outside of normal hours  | ✓  |           | I/R               |
| Fluent English speaker  | ✓  |           | I                 |

### Method of Assessment:

A - Application Form

I - Selection Interview

R - Reference