



POSITION DESCRIPTION

Position Identification

Title:	Senior Soil Scientist
Office:	Armidale, Toowoomba, Wagga Wagga
Classification:	Professional Officer
Direct Responsibility To:	Region Business Manager (Responsible to Principal Soil Scientist for Technical Advice)
Date of Review:	Three (3) months and six (6) months after commencement of contract and thereafter every 12 months

Purpose of Position

- To conduct soil related investigations and provide innovative solutions to clients in the agriculture, horticulture and mining industries.
- To lead and/or contribute to multidisciplinary team based projects.
- To develop and maintain a high level of expertise and links with professional networks associated with soil science.
- To recognise commercial opportunities and initiate projects that adds value to our clients businesses.

Duties of Position

- To undertake soil related agricultural and environmental investigations and assessments for clients in the agriculture, horticulture and mining sectors.
- Prepare technical reports for clients and/or general publications.
- To develop strong client focused relationships that capture every opportunity for E.A Systems to add value to our clients business.
- Develop and maintain co-operative relationships with government agencies and professional networks in order to access expert science and technology on our clients' behalf.
- Work with the Region Business Manager to develop and deliver various soil science service packages to specific target markets.
- To supervise and direct casual staff involved in project work.
- Maintain professional skills by keeping abreast of the literature, attendance at appropriate workshops, conferences or seminars and by liaison with fellow professional, technical and administrative staff.
- Administrative duties, including the preparation of reports as required.
- Other duties as directed by the Region Manager.

Key Performance Indicators:

To enable management to assess your development, the following key performance indicators will be used:

- Minimum average of 75% of time billed to clients
- Completion of jobs on time and within budget (i.e. timeliness of delivery with minimal cost and hour overruns)
- Significant uptake of new information leading to a high level of quality of work with no re-work or excessive technical review by more senior professional staff. Quality and re-work are defined from time to time by the Board of Management.
- High level of interpersonal skills measured by positive feedback from staff.
- Exceptional client management skills measured by positive feedback from clients.
- Attract work to the group

Minimum Qualifications

Employees in this position must have as a minimum a degree in agricultural or environmental science, or agreed equivalent.

Postgraduate qualifications would be highly regarded.

Experience

- Minimum of five (5) years commercial experience in a professional scientific position related to soil science.
- Demonstrated high level project management experience.
- Practical experience in the area of soil science including sampling, analysis and interpretation.
- Practical, hands on experience in agriculture, horticulture or resources is highly desirable.

Skills and Abilities

- A broad knowledge of Australian primary production and extractive industries.
- Familiarity with regional and rural agribusinesses such as food processing plants, intensive livestock facilities, broad acre agriculture and mines.
- Competency in the use of computers and in particular a high level of proficiency in the following packages; Access, Word, Excel, Arcview.
- Ability to formulate an effective research approach and procedure.
- Ability to recognise and to visualise appropriate innovative solutions to problems.
- Ability to convert ideas into practical solutions for clients to adopt.
- Ability to communicate clearly and effectively with clients and other professionals.
- Ability to act independently and complete tasks on time.
- Demonstrated ability to lead as well as participate in a multi-disciplinary team.

Personal Qualities

- A demonstrated high level of interpersonal skills.
- An ability to act independently and to complete tasks on time.
- Be decisive, innovative and show initiative.
- Enjoy undertaking a combination of field and office work.
- Possess integrity, tact and discretion with a demonstrated ability to maintain confidentiality.

Use of Equipment

During the performance of the duties described in this Position Description you will come in contact with and will be expected to operate the following equipment:

Office equipment: General office equipment including: Facsimile, printer, plotter, computer

Software: AutoCAD, Arcview, Excel, Word, Access

Field equipment: Light Drilling Rig, Hand auger, Bailer, Pumps, Field testing equipment and GPS.

Hours of Work

Standard hours of work are 8.30 am to 5.30 pm. This position is required to interact closely with staff and also lead the initiation/coordination of some field work or away from office activities. This may require supervising project work or attending to administrative matters after hours and at weekends. Some overnight travel may be required in this position.

Selection Criteria

1. A thorough understanding of soil science as applied to primary industry production practices and principles, and practical experience in the operations of one or more industries.
2. Tertiary qualifications in Agricultural or Soil Science, or agreed equivalent, and five (5) years experience as a practicing professional.
3. Proven ability to communicate clearly and effectively, both orally and in writing.
4. Proven ability to manage time and prioritise projects with competing interests.
5. Demonstrated ability to effectively manage and liaise with a team to deliver projects outcomes on time and with quality results.
6. Experience in research, including the presentation of research findings both written and verbally.
7. Experience in provision of technical and professional services in private industry.
8. Demonstrated advanced computing skills.
9. Current driver's licence.

Special Note:

Candidates may be required to undertake more than one interview, psychometric tests, work place tests and 'on the job' tasks demonstrating their skill level and competencies