

DAIRYNZ Position Description

Farm Systems Specialist

Position

Position Title: Farm Systems Specialist
Direct Report: Nil
Budget: Nil
Management Position: No

Reports to: Farm Systems Team Manager
Career Level: Advanced Specialist
Revenue: Nil
Delegated Authority: Nil

Purpose of DairyNZ

Our Purpose: ***Progressing a positive future for New Zealand dairy farming.***

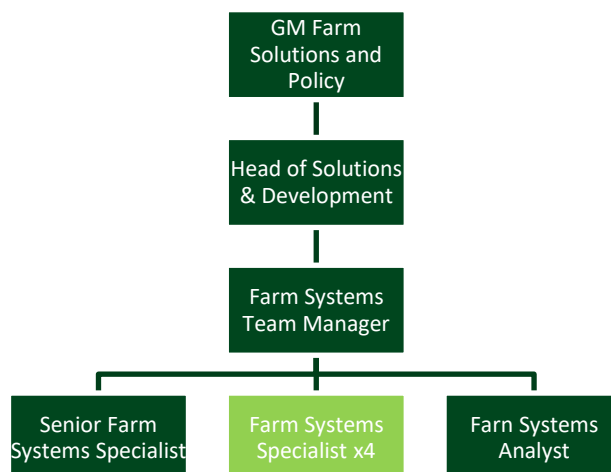
That's why we exist for farmers, working along them and others to leverage our collective strength and create purposeful change.

Purpose of the position

The main purpose of this role is to:

- Provide farm systems expertise to projects and/or programmes of work, as well as Regional Team members, to ensure we provide farmers with integrated solutions that consider all farm systems implications.
- Contribute evidence-based knowledge into key sector challenges that impact farm systems.
- Provide leadership in the development and implementation of dairy industry responses as a farm systems expert at a regional and national level.
- Enhance DairyNZ's profile and reputation through farm systems knowledge among sector partners and stakeholders.

Team organisation chart



Key position deliverables

Key deliverables of the role to be reflected in the Performance Agreement and Individual Performance Targets.

Key Performance Requirement:	Key Indicators:
Technical Delivery	• Support the development and implementation of solutions to issues affecting NZ Dairy farmers, to translate science, policy, regulation and insights-driven guidance into practical solutions using farm systems and subject matter knowledge. • Work alongside the Regional Team to deliver solutions to agreed farmers' needs, in accordance to the DairyNZ strategy. • Be a trusted and respected contributor to, national and regional debates around area(s) of expertise and how it relates within farm systems. • Understand and identify the issues facing farmers and the industry. • As the subject matter expert in area of expertise (Farm Systems), provide expert advice and support. • Consider issues and develop integrated solutions in the context of other DairyNZ programmes, products, tools, resources, and services. • Harness and develop internal and external technical capability to build industry, farmer and external stakeholder understanding of issues on farm and relating to the dairy industry. • Use farm systems, and farmer behaviour knowledge to design and develop effective integrated products, tools, programmes, resources and services. • Interpret and translate research and science information into a useable format, tailored to the farmer and adoption network audiences. • Support the design and delivery of adult learning/training for target audience as part of strategy. • Author and contribute to papers, publications, and articles. • Maintain a high level of presentation skills and deliver to conferences, networking, and industry events. • In addition to expert capability in Farm Systems, support the technical expertise in one or more of the following areas (not limited to): animal care, animal husbandry, farm business, water quality, feed, environment, people.
People, Industry Leadership & Development	• As a senior team member, encourage a strong team culture that supports the development and performance of the team and of DairyNZ. • Provide opportunity and motivate others to develop capability. • Provide mentoring support for other relevant DairyNZ staff. • Coach and guide team members in problem solving, manage barriers to project delivery.
Programme and Workstream Planning Delivery	• Support the preparation of project plans/proposals for industry or external funding applications. • Support the planning and coordination of phases of work within DairyNZ programmes where appropriate. • Take ownership and plan, scope, schedule, and coordinate phases of work for programme/projects including managing resource and contractors.

	• Monitor workstreams and programmes against milestones and deliverables and evaluate outcomes. • Review and evaluate aspects of project to ensure effectiveness. • Perform all programme/project tasks within allocated timeframe to specified standard, within budget. • Enhance integration of project teams across business units and the wider DairyNZ organisation.
Farmer and Stakeholder Adoption	• Demonstrate high level of understanding of farmer and stakeholder needs in developing solutions to issues on farm and within the dairy industry. • Provide training and support to DairyNZ staff, Specialists, Rural Professionals, and others for the delivery of new learning packages and launch of products, tools, resources, and services. • Work with relevant parties to ensure the supply of resources, products or services and their support. • Positively promote effective communication with the adoption network and provide constructive feedback to DairyNZ.
Relationship Management	• Actively build and maintain networks within the industry, for information, collaboration, and partnership. • Actively engage with colleagues, work collaboratively across business areas • Utilise networks to identify current and real issues and 'test' ideas and solutions.
Reporting & Budget Management	• Report against projects and expenditure to Project/Programme Manager and/or Manager Set and manage budget, ensuring that the expenditure remains within agreed budget limits. • Report any projected under/overspend to Manager /Programme Manager
How We Work	• Support and role model DairyNZ values and principles: Connected, Curiosity, Courage and Credibility. • Understand and adhere to company policies and guidelines. • Actively support and contribute to DairyNZ organisational culture of one team. • Actively support and encourage continuous improvement to drive our organisation forward. • Strive to provide a safe and healthy workplace. • Role model industry safe working practices. • Take appropriate action to ensure correction of any condition or practice, which may cause harm to yourself, others or the environment. • Actively promote DairyNZ Health, Safety & Wellbeing Policies and procedures. • Support and encourage employee participation and consultation in all aspects of Health, Safety and Wellbeing management. • Comply with legislative requirements and relevant standard.

Key relationships

Internal	External
Farm Solutions and Policy	Demonstration Farm teams
Regional Teams	Members of Industry Groups (at team and regional level) e.g. Federated Farmers, Beef+LambNZ, HortNZ, Ravensdown, Balance, Fertilizer Association of NZ)
Research & Science team	Dairy Companies (at relevant level)
Programme and Project leads	Rural Professional Organisations ; NZIPIM
Project Managers	Dairy Farmers, including large levy payers, community leaders, Iwi owned entities
Farmer Communications & Marketing team	
Economics team	

Qualifications and experience

Essential	Preferred
Expert understanding of dairy farm systems and whole farm system philosophy, plus a strong understanding of key relevant discipline areas (e.g. animal care, people, farm management, environment, finance, business, water quality, feed, project management experience) and their tensions and synergies.	Strong existing networks among farmers, and rural professionals and dairy industry stakeholders Formal development, understanding, or interest of psychology or human behaviour
Relevant tertiary qualification	Project and Programme management experience
A history of working with farmers to achieve positive change in farm business performance	
Excellent communication and presentation skills (written and verbal) to a variety of audiences - can succinctly express ideas and influence the audience	
Ability to deliver to agreed outcomes yet recognise and respond to opportunities to modify agreed contractual schedules in response to farmer needs, whilst keeping staff engaged and focussed on required deliverables	
Proven ability to build effective networks and relationships, working with a wide range of people with varying needs	

Job specific & technical competencies

Category	Descriptor/Evidence
Farm Systems Driven	Expert in the whole farm system philosophy, key discipline areas and their related tensions/synergies
Expertise	Subject matter expert with practical and theoretical specialist expertise and a foundation at tertiary level for the relevant specialist area. Takes responsibility for increasing expertise and keeping up to date with industry changes and technical knowledge.
Development	Can understand issues and identify appropriate solutions with an eye on improvement. Questions and undertake analysis to understand best fit solutions. Can use various sources to research, analyse, design and deliver solutions such as products, tools, resources, services to effectively meet target audience need. Understands capacity building and behaviour change and applies to solutions to ensure adaption.
Results Driven	Is results-orientated, prioritizing work and identifying in advance when intended results may not be achieved; can develop and implement a plan to address both gaps and opportunities
Technical Writing	- Can communicate in a variety of styles to meet requirements. Can distil complex science to facilitate appropriate messages to target audience(s). - Can writes papers and articles, tailoring messages to obtain anticipated results. Can design effective training. Critiques others work as part of peer review. Collaborates and consults when needed to ensure accuracy.
Project Management	- Uses project management methodology to enable effective delivery to milestones and deadlines. Plans and schedules project work effectively. Identifies and engages stakeholders and collaborates when appropriate. - Able to successfully manage multiple stakeholder projects.
Clear Communicator	Articulates ideas and intentions clearly and succinctly. Is honest, tactful and diplomatic in interactions. Writes clearly and succinctly; can get messages across that have the desired effect. Provides the information people need to know to do their jobs and to feel good about being a member of the team, unit, and/or the organisation. Provides information so others can make accurate decisions; is timely with information.
Technical Learning	Picks up on technical things quickly; can learn new skills and knowledge; is good at learning new industry, company, product, or technical knowledge – like internet technology; does well in technical courses and seminars.
Analytical	- Excels in synthesising complex data sets, leveraging analytical information and tools to optimise processes and uncover opportunities for improvement. - Proficient in data analysis and can utilise statistical methods to derive actionable insights, driving strategic decision-making.
Relationship Management	Identifies key stakeholders and activity develops and manages relationships with them. Can utilise relationship to influence.
Leadership	Proactively champions change.

	Develops personal profile and establishes credibility across the organisation. Demonstrates leadership across the industry.
Industry	- Sufficient understanding and knowledge of the dairy industry to be able to successfully develop and deliver allocated projects. - Actively seeks to increase knowledge of the dairy industry.
Collaboration	- Actively seeks to collaborate. Can demonstrate successful collaborations. - Collaborates when appropriate to do so. Influences with ability to generate cohesion and inspire collaboration within areas of influence.

Career level competencies – Advanced Specialist

Competency	Descriptor/Evidence
INTELLECTUAL HORSEPOWER	Is bright and intelligent; deals with concepts and complexity comfortably; described as intellectually sharp, capable and agile.
INNOVATION MANAGEMENT	Is good at bringing the creative ideas of others to fruition; has good judgement about which creative ideas and suggestions will work; has a sense about managing the creative process of others; can facilitate effective brainstorming; can project how potential ideas may play out in practice.
NEGOTIATING	Can negotiate skilfully in tough situations with both internal and external groups; can settle differences with minimum noise; can win concessions without damaging relationships; can be both direct and forceful as well as diplomatic; gains trust quickly of other parties to the negotiations; has a good sense of timing.
ORGANISATIONAL AGILITY	Knowledgeable about how organisations work; knows how to get things done both through formal channels and the informal network; understands the origin and reasoning behind key policies, practices, and procedures; understands the cultures of organisations.
KEEPING OTHERS INFORMED	Provides the information people need to know to do their jobs and to feel good about being a member of the team, unit, and/or the organisation; provides individuals information so that they can make accurate decisions; is timely with information

Values

