

POSITION DESCRIPTION**IDENTIFICATION**

Position Title: Lecturer in Agricultural Extension **Position Number:** WBA003 _____

Section : SAGEONS **Department:** Agriculture and Food Technology Discipline

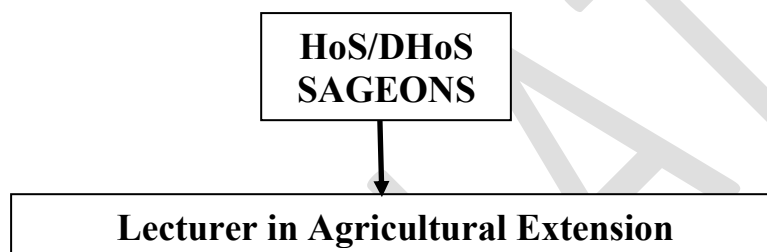
Location: Samoa Campus **Category:** Academic **Grade:** Lecturer

Current Incumbent: Dr. Sonny Lameta

Date of substantive appointment:

Reports To: HoS, SAGEONS

Supervised by: HoS, SAGEONS

ORGANIZATION CONTEXT**PURPOSE**

The School of Agriculture, Geography, Environment, Ocean and Natural Sciences (SAGEONS) has offered a Bachelor of Agriculture for the last 50 years in this university. The position is required to teach Agribusiness courses offered at 100, 200, 300 and 400 levels. The position is held by Dr. Sonny Lameta who will retire in December 2026. As a result, the school needs to replace Dr. Sonny Lameta who taught a range of Agribusiness courses at undergraduate (AG111, AG211, AG212, AG361) and postgraduate levels (AG415).

NATURE AND SCOPE

The appointee at Lecturer level will contribute to the teaching of undergraduate and postgraduate level courses across the agriculture curriculum offered by SAGEONS in face to face, online and blended modes and also conduct laboratory demonstrations, field activity, as well as tutorials. The appointee will also be expected to contribute to online course development. The appointee will be expected to successfully secure some research grants (including external grants) in the thematic area of research and support the University mission and goals as set out in the University Strategic Plan. The appointee will also assist in administrative and outreach tasks as and when assigned by the Head of School (HOS), SAGEONS

In addition to the expected course workload in Agribusiness sub-discipline, the incumbent will be required to help with other courses as and when needed and as directed by HOS

POSITION DESCRIPTION**POSITION DIMENSIONS**

Give details of staff and total level of costs within the organization under the position's overall control.

Staff Responsible for:

Directly: HoS, SAGEONS and Discipline coordinator.

Indirectly: None

Total Level of Costs: Salary and perks as per university rules

Limits of Authority:

Financial: None

Non Financial: Teaching, Coordination courses and research supervision

Key Relationships /Internal and External Contacts:

Lists the key inter-relationships that is necessary for effective performance in the job. Also describe the nature of contact most typically expected with those key working relationships

External <ul style="list-style-type: none"> • Donar agencies eg, ACIAR, FAO, DFAT, MFAT, UN agencies, USAIDs etc... • Government Ministries • Researchers from other institutions. • Secondary School Students • Farmers and Farmers organizations. 	Purpose of contact <ul style="list-style-type: none"> • Secure research fund • Assist ministries on Agriculture related policy and planning and collaborate in their research. • Establish research network and collaboration • Marketing Agriculture courses • Advise farmers on Agriculture related issues and collaborate for outreach activities...
Internal <ul style="list-style-type: none"> • HOS, DHoS and Discipline coordinators. • Other USP disciplines academic staffs. • Undergraduate and Postgraduate students 	Purpose of contact <ul style="list-style-type: none"> • Receive supervision and coordination advise. • Establish research network and collaboration for multidisciplinary research • Provide support in learning and research.

KEY RESULT AREAS / KEY ACHIEVEMENT AREAS

Aim: KRAs to have a logical heading. KRAs: 4 – 6.in total Key tasks : 4-5 tasks per KRA. Performance Measures: Identify the performance standards for someone doing the job at the 100% level. Use both quantitative and qualitative measures, Measures the KRA as a whole, not every task. Maximum 3 measures for each KRA Include KRA for Corporate Responsibilities which is generic to all positions

Key Result Area	Percentage total job	Action/strategies	Performance Measures	Rank
Teaching and associated duties as assigned by the Head of School	60 %	Conduct lectures, tutorials, laboratories and field activities (included residential field trip). Teaching associated	Effective teaching of courses which involves lectures, tutorials, laboratories classes and field activities.	1

		<p>administrative duties.</p> <p>Preparation and marking of laboratory and field activity reports and other assignments, provide feedback within two weeks of handing in the assignment.</p> <p>Preparing marksheet, conducting and marking of Topic Tests and student's projects presentation with feedback to students.</p> <p>Release of CA marks on Moodle.</p> <p>Provide necessary support to the students during study week (week 15) including completion of their assignments and allocated projects on time.</p> <p>Prepare final exam and marking rubric, perform exam moderation, supervise final exam and marking Final Exam Answer scripts</p> <p>Preparation and presentation of final results to the School results assessment meetings under the supervision of HOS.</p>	<p>Very good support provided to students and other assigned duties carried out with diligence and in timely manner.</p>	
<p>Research and associated duties as assigned by the Head of School</p>	<p>30%</p>	<p>Supervision of MSc and PhD students research</p>	<p>Successfully supervise MSc and PhD students to completion.</p>	<p>1</p>

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		<p>Publish research papers in high quality USP ranked journals</p> <p>Attract research grants (including externally) in the thematic area of research and support the School and University mission and goals as set out in the University Strategic Plan</p> <p>Collaborate and engage with a range of key policy and scientific partners active in the Pacific region</p>	<p>Publish research papers in ranked journals. Number of high quality (A* and A) publications accepted (year 1 = 1 x A or B; year 2 = 1 x A or B, year 3 = 1 x A* or A) relevant to the appointment.</p> <p>Attract internal (30%) as well as external (70%) research funds.</p> <p>Strong and active engagement with a range of key policy and scientific partners in the Pacific region. Demonstrable examples where science has been impactful on policy reform and/or development in one of the region's countries.</p>	
Outreach/community services	10%	Support School promotional activities including enrollment drive, roadshow, school visit, open day and others.	Proactive and willingness in participation of all promotional activities organized by school, faculty, university.	2

TERMS & CONDITIONS

Salary:

Length of Contract: 5 years

Gratuity and Allowances:

Other Benefits:

POSITION SPECIFICATION

Qualifications (or equivalent level of learning)

<i>Essential</i>	<i>Desirable</i>
<ul style="list-style-type: none"> • A PhD degree in Agricultural Extension/ Agricultural Economics with a Bachelor in Agriculture/Agricultural Economics; • Good research publications in ranked journals; • Relevant tertiary teaching experience (4 years) at both undergraduate and postgraduate levels; • Ability to teach a range of standard topics in Agricultural Extension/ Agricultural Economics; • Experience in supervising Master by research students to completion; • -Excellent English written and oral communication skills. 	<ul style="list-style-type: none"> • Willingness to undertake research as demonstrated by strong research publication records; • Willingness to work as a member of a Pacific oriented team; • Experience in supervising PhD students to completion; • Formal tertiary teaching qualification; • Evidence of securing external grants;

Knowledge / Experience

<i>Essential</i>	<i>Desirable</i>
<ul style="list-style-type: none"> • The ideal candidate would have worked as a Lecturer in Agricultural Extension/ Agricultural Economics; • Has a minimum of 4 years teaching experience in relevant courses at undergraduate and postgraduate level; • Have published scientific research in reputable international journals; • Have experience in securing external grants; • Have successfully supervised Master students to completion. 	<ul style="list-style-type: none"> • Experience in supervising PhD students to completion; • Work experience in small island developing countries; • Experience in delivering courses online and by distant and flexible learning, in a multicultural environment; • Experience in securing external grants; • Ability to work under limited supervision and coordinating a teaching team (e.g., tutors, technicians); • Be able to take advantage of the opportunities presented to develop research with other USP units and relevant external organizations including NGOs, government departments and other CROP agencies

Key Skills / Attributes / Job Specific Competencies

The following levels would typically be expected for the 100% fully effective level:

The appointee will be a highly motivated individual with excellent training and expertise in Agricultural Extension/ Agricultural Economics. The candidate will be responsible for conducting/teaching at 100, 200, 300 and 400 levels delivering courses, lectures, tutorials, and field activities without supervision. The appointee should prepare and mark test papers, assignments and laboratory/field activity reports. The appointee should mentor undergraduates and postgraduate

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students, supervise postgraduate research students from diverse educational backgrounds and should attract research grants and publish research paper in USP ranked journals.

<i>Expert level</i>	To carry out research, publish paper and supervise PG students in expert areas.
<i>Advanced level</i>	Should be able to teach Agriculture courses in SAGEONS up to 400 level.
<i>Working level</i>	Should be able to teach Agriculture courses.
<i>Awareness level</i>	None

APPROVAL

Supervisor name:

Supervisor's Signature:

Date:

Staff Name:

Staff ID:

Staff Signature:

Date:

TEMPLATE