

# Position Description

<b>Position title</b>	Variety Officer
<b>Reports to</b>	Plant Breeder
<b>Business unit</b>	Variety Development
<b>Location</b>	The position is located primarily in Bundaberg
<b>Direct reports</b>	Supervise casuals as required

## Position details

<b>SRA purpose</b>	<p>Sugar Research Australia invests in and manages a portfolio of research, development and adoption projects that drive productivity, profitability and sustainability for the Australian sugarcane industry.</p> <p>We have highly dedicated and passionate people working on industry-critical projects to deliver tangible value outcomes and impact for our industry stakeholders.</p>
<b>Business unit purpose</b>	<p>The Variety Development business unit leads the development of world-class varieties to maximise a whole-of-industry profitability for sugar production, from the creation of new germplasm through to supply of new varieties to productivity service organisations for distribution to growers.</p> <p>The business unit continuously seeks to innovate variety production methods to improve efficiency for the industry and identify bio-security threats to protect the Sugar Industry. It incorporates novel traits into elite new varieties to improve profitability in current and future markets and identifies industry trends and issues impacting commercial variety performance. Long-term perspectives and plans are required to support future product diversification opportunities and potential changes to the production environment.</p>
<b>Position purpose</b>	<p>Variety Officer roles are based at the major SRA sites and provide support to Plant Breeders.</p> <p>Assisting to contribute to the achievement of corporate strategy in prioritising pre-breeding investment opportunities and co-design of research projects, validating and implementing new breeding technologies, inception and conception of new germplasm including incorporation of new traits, evaluation of experimental clones to assess commercial potential, and management of clean seed production for retail distribution.</p> <p>Variety Officers typically operate with considerable autonomy, consulting with SRA colleagues as appropriate.</p>
<b>Key responsibilities</b>	<ul style="list-style-type: none"> <li>• Undertake complex technical activities requiring scientific knowledge and professional judgement.</li> <li>• Contribute to the design and execution of experiments and interpretation of results, and to the communicating the results in diverse ways.</li> <li>• Be responsible for technical facilities and/or services, including the management of employees and material resources.</li> <li>• Carrying out the experimental components of projects, or providing specialist technical services, and ensuring that data and outcomes are recorded effectively and accurately.</li> <li>• Undertaking audit activities.</li> <li>• Ensuring appropriate testing is completed on clones in final stages of the program in an accurate and timely manner.</li> <li>• Collaborate with Variety Development teams in other regions, including Mackay and NSW, to meet the requirements of each program.</li> </ul>

	<ul style="list-style-type: none"> <li>• Maintaining accurate field plans and clone data in SPIDNET – plant breeding database.</li> <li>• Preparing reports and other communications for growers and industry stakeholders.</li> <li>• Prepare for the annual selection meeting by collating all relevant information including disease ratings on new cultivars and current clones.</li> <li>• Present recommendations of selection at annual Regional Variety Committee meetings.</li> <li>• Promote new varieties to industry including taking a major role participating in grower cell group meetings and field days.</li> <li>• Identify suitable trial sites on grower collaborator farms, design, plant, harvest field trials and collate all relevant data.</li> <li>• Demonstrates commitment to fostering the continuous development of a safer, healthier and more sustainable workplace at SRA, in a way that would be expected for this position.</li> <li>• Adhere to SRA’s policies, procedures, and Code of Conduct for Staff.</li> <li>• Ensure compliance obligations are upheld, and risks are managed.</li> <li>• Identify and act on the training needs of yourself and those within your team to foster an environment of continuous learning within SRA.</li> <li>• Identify and effectively manage strategic and operational risks to ensure activities remain within SRA’s risk appetite.</li> <li>• Any other duties as required from time to time.</li> </ul>
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### Key success factors

<b>Experience, knowledge and capabilities</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Professional experience within the agricultural industry (sugarcane industry highly regarded).</li> <li>• Knowledge of or experience with the routine operation of a plant breeding program.</li> <li>• High level of motivation and initiative, with excellent organisational skills and the ability to work in a team with minimal supervision.</li> <li>• High level of competence in recording and maintaining accurate records.</li> <li>• Knowledge of experimental design.</li> <li>• Computer skills - accurate data entry and recording.</li> <li>• High level of written and oral communication skills, including presentation skills.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Demonstrated people management skills.</li> </ul>
<b>Qualifications, licences and training</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Ag science or equivalent degree.</li> <li>• A current manual driver’s licence is required to drive SRA vehicles.</li> </ul>