

Position Description

Position title	Agronomist
Reports to	General Manager Adoption
Business unit	Adoption
Location	Northern New South Wales, with regular field presence across Condong, Broadwater and Harwood.
Direct reports	Nil initially; may supervise project-funded resources where established and approved

Position details

SRA purpose	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. We have highly dedicated and passionate people working on industry-critical projects to deliver tangible value outcomes and impact for our industry stakeholders.
Business unit purpose	The Adoption business unit is the key interface between SRA and its industry partners, including growers, mills, productivity services, advisers, contractors and extension providers. Its goal is to improve grower profitability and productivity by turning SRA research, industry knowledge and proven practices into practical, commercially credible farming-system changes that growers can adopt at scale. Our target is to shift the dial at industry level, with a goal to achieve a 10% improvement in productivity by 2031, to improve outcomes for our levy payers. Success is measured by impact, including measurable improvements in district productivity, tonnes of cane and sugar per hectare, reduced input costs, adoption of useful products and practices, and industry confidence in SRA's service offering.
Position purpose	The Agronomist - New South Wales is SRA's locally based agronomy, adoption and delivery leader for the Condong, Broadwater and Harwood mill areas. The role exists to improve productivity and profitability by connecting local industry priorities with SRA expertise and converting proven knowledge into practical, measurable field-level change. The position works closely with Sunshine Sugar Agricultural Services, NSW Canegrowers, growers, harvesting groups, contractors and advisers through an industry-endorsed NSW District Work Plan and Annual Work Program. It remains employed and managed by SRA and acts as the regional conduit to SRA research, specialists, varieties and adoption capability.
Key responsibilities	• District delivery. Lead day-to-day delivery of the NSW District Work Plan and Annual Work Program, maintaining focus on a small number of high-value productivity priorities and following agreed actions through to completion. • Visible field presence. Maintain regular activity across Condong, Broadwater and Harwood through farm visits, small shed meetings, field walks, demonstrations and other practical forums used by local growers. • Practice change. Translate proven research and local evidence into commercially credible changes in agronomy, harvesting and farming systems. • Industry integration. Work as an effective delivery partner with Sunshine Sugar Agricultural Services, NSW Canegrowers, the NSW Agricultural Committee, growers, contractors and other local advisers while maintaining clear SRA accountability. • SRA technical conduit. Identify local issues, engage the appropriate SRA specialists and coordinate a practical response in areas such as harvesting,

	soils, weeds, pathology, pests, varieties, farming systems and agricultural economics. • Demonstrations and validation. Scope, establish, coordinate and report on proportionate field demonstrations and local validation activities, securing collaborators, equipment, measurements, data and specialist input as required. • Regional Variety Management. Help establish and support a NSW Regional Variety Management mechanism that strengthens commercial validation, local variety agronomy, grower learning and understanding of performance across soils, systems and ratoons. • Monitoring and accountability. Maintain a concise monthly work plan and action register, report progress, barriers, expenditure and outcomes, and provide clear evidence of delivery rather than activity counts alone. • Emerging issues. Provide a practical pathway for identifying and escalating emerging agronomic or productivity issues and coordinate specialist support where they are material. • Safety and stewardship. Deliver work in accordance with SRA HSE, biosecurity, financial, data, risk and technical requirements and promote safe field practice with partners and contractors. • Delivery discipline. Protect productive field time. Do not allow routine certification administration, unrelated corporate duties, general administrative support or external projects to materially displace the agreed NSW program without SRA management consideration and Delivery Group input. • 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. • Adhere to SRA's policies, procedures, and Code of Conduct for Staff. • Ensure compliance obligations are upheld, and risks are managed. • Own your professional growth by engaging in development opportunities which enhance your skills and career. • Any other duties as required from time to time.
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Key success factors

Experience, knowledge and capabilities	Essential • Strong practical agronomic capability and the credibility to work directly with growers, harvesting operators, contractors and advisers. • Demonstrated ability to build trusted relationships across organisations with different interests while remaining objective and accountable. • High energy, initiative and persistence, with a strong bias toward field delivery, follow-through and practical problem solving. • High emotional intelligence, sound judgement and the ability to listen, influence and handle disagreement constructively. • Ability to translate research and technical evidence into simple, commercially relevant decisions and actions. • Experience planning and coordinating demonstrations, adoption activities, field measurements or applied agricultural projects from idea through to completion. • Ability to work independently across a dispersed region, prioritise competing requests and keep effort concentrated on agreed high-impact work. • Clear written and verbal communication, including concise work planning, progress reporting and presentation of evidence to industry groups. Desirable • Knowledge of the Australian sugarcane industry, NSW farming systems, harvesting, varieties and district-based extension/adoption networks.
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Qualifications, licences and training

Essential

- Relevant tertiary qualification in agronomy, agricultural science, crop science or a closely related discipline, or equivalent substantial professional experience.
- Demonstrated agronomy, extension, adoption or applied agricultural delivery experience.
- Current driver licence and ability to travel regularly across northern New South Wales.
- Ability to comply with SRA HSE, biosecurity, chemical safety, field-work and governance requirements.

Desirable

- Experience in sugarcane agronomy, harvesting systems, variety management or comparable tropical/subtropical cropping systems.
- Relevant chemical-handling or crop-protection accreditation.
- Experience with participatory extension, grower groups, field demonstrations or agricultural economics.