

FARM SPECIALIST AGRONOMY – SUSTAINABILITY AND FARMING SYSTEMS – ROLE DESCRIPTION



Who We Are Pāmu is the brand name for Landcorp Farming Limited. Pāmu stands for best practice in sustainable and safe farming, and for the unique provenance of New Zealand foods, nutrition products and fibre on global markets. We chose the Māori word 'Pāmu' for its literal meaning 'to farm' and also to reflect the Māori concept of guardianship of the environment.

Our Values Our values are core to who we are at Pāmu and the way we all work together.

- **GROUNDING:**
We are proud guardians of our land and our animals, and we are grounded in our connections with these; our proactive protection of the environment ensures a prosperous future for now and for generations to come.
- **GENUINE:**
We are genuine, always keeping it real, considering our neighbours and our impact; we are easy to engage with and we always deliver what we commit to.
- **BOLD:**
We are bold in our vision, not afraid of the new; always growing and improving for a sustainable future in farming.
- **SHOULDER-TO-SHOULDER:**
We work together, shoulder-to-shoulder, united as a team to ensure each other's safety and wellbeing; we bring out the best in each other and the communities we work in.

Purpose of the Role To provide strategically focused, specialist guidance and advice to Operations enabling delivery of sustainable, good practice farming systems, that advance Pāmu's environmental compliance and performance and support sustainable business outcomes.

Improve the profitability and environmental impact of farming operations by providing knowledge in agronomy to Regional Business Managers and Farm Managers to ensure the adoption of world class agri-science, systems, technologies and thinking across our farms.

- Scope and Scale**
- Support the General Manager Sustainability and Farming Systems with the strategic direction and management of the Group.
 - Translates Pāmu aspirations into practical agronomy advice to senior operational leaders in the development of their farming systems
 - Provides specialist advice to support farm system changes, problem solving, land use changes and adaptation
 - Provides specialist agronomy knowledge and support to new ventures (organics, sheep milk, deer milk, crops) and strategic projects
 - Uses insights on feed, fertiliser and seeds to provide guidance and advice to SBMs/BMs, enabling operational managers to drive value from suppliers, and achieve quality Fertilizer Plans
 - Builds constructive relationships with operational leadership teams and is seen as a trusted advisor with valued specialist knowledge and expertise
 - Contributes to and maintains knowledge of industry trends, changes and insights
 - Proactively engage with external experts and information sources to identify and advocate for emerging systems, technologies and farming innovations which

have significant potential to improve pasture and crop management and enhance animal production for farming operations.

- Provide technical advice to managers and external contacts to ensure cost-effective and appropriate methods are used for the establishment and management of pastures and crops.
- Take a lead role in consulting projects and provide direction to relevant groups.
- Assist, investigate and report (including financial analysis) on various farm system options to optimise resources and drive efficiencies in pasture performance and attain optimum productivity targets and environmental efficiencies
- Undertake on-going review and management of agronomy activities including contracts, ordering, and external services – fertiliser, seed and agrichemicals
- Responsible for developing and reviewing whole farm nutrient budgets and investigating, testing, and trialling alternative nutrient sources and methods of delivery for farms.
- Responsible for 50 – 60 farms
- Budget authority – Nil
- Financial delegation - Nil
- Number of staff – Nil

What You'll Achieve

- Understand and articulate to Farm Managers and Business Managers the financial ramifications of agricultural decisions.
- Advise and assist Business Managers and Farm Managers with business and strategic planning involving crop production, soil management, land restoration, environmental impact management, irrigation, weed control, insect and pest control.
- Advise farmers and growers on how to improve the profitability, efficiency and sustainability of farm management systems relating to agronomy.
- Undertake academic and on-farm research into factors that affect crop production and pasture growth and develop strategies to improve crop yields
- Develop farm specific plans to combat crop or soil pests and disease.
- Make informed recommendations regarding fertiliser, seed and chemical applications.
- Provide informed advice regarding the Resource Management Act and other legislation affecting farming.
- Design and implement as required, agronomy focused risk minimisation strategies e.g., preparing for natural disasters, droughts, or pests and diseases.
- Provide one-on-one or group training in agronomy related topics.
- Provide advice on land use conversion, including conversion to organic agriculture, and the costs, benefits, risks, economic implications, regulatory factors, and ETS involved in land conversion.
- Coach and mentor FMs and BMs.
- Post graduate degree in Agronomy/Crop Production, Horticulture/Specialty Crops, or Agricultural Engineering or related scientific areas with a strong drive for technologies.
- 10+ years practical experience of farming systems which demonstrates application of the qualification
- At least 10 years' proven and applicable experience in establishing, conducting and managing independent and excellent research and development. •
- Proven track record in scientific and technical achievements.
- A high level of technical and professional competence in animal production and nutrition at an on-farm level.

What You've Got

FARM SPECIALIST AGRONOMY – SUSTAINABILITY AND FARMING SYSTEMS – ROLE DESCRIPTION



- Experience in farm management and the economic implementation of science on-farm.
- A theoretical and practical/demonstratable understanding of environmental best practice in New Zealand Agriculture.
- Proven knowledge of water cycles, water resource management, irrigation, drainage and the economics of irrigation.
- Demonstratable knowledge of the economic issues associated with agriculture.
- Good knowledge in assessing the economic feasibility of investments in the field of agriculture and rural development;
- Demonstratable knowledge of the Resource Management Act and other legislation affecting farming.
- Experience in crop modelling and use of agricultural models in reviewing and addressing localised and regional agronomy issues.
- Experienced in data modelling in determining cost-benefit analysis relating to seeding and nutrient application rates.
- Experience leading interdisciplinary R&D project teams and managing R&D projects.
- Experience leading or co-leading a team is desirable
- Experience running agricultural trial programmes including post trial analysis.
- Good levels of emotional intelligence. Sound attention to detail. Acts with integrity and honesty at all times. Drive to support people's development.