Manager, Technical & Innovation
Dairy Australia – Position Description

POSITION DETAIL

<table>
<thead>
<tr>
<th>Position Title: Manager, Technical &amp; Innovation</th>
<th>Position Reports to: Group Manager, Profit &amp; Capability</th>
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<tbody>
<tr>
<td>Business Unit: Farm, Profit and Capability</td>
<td>Sub-unit: Technical and Innovation</td>
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<tr>
<td>Number of Direct reports: 5 – 7 TBC</td>
<td>Number of Indirect reports: TBC</td>
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POSITION PURPOSE

THIS ROLE EXISTS TO SERVE TWO PURPOSES;

Leadership of the Technical & Innovation team:
This role is required to lead Dairy Australia’s Technical Specialist team, ensuring that the programs of work are aligned to the priorities of both the Farm team, the Dairy Industry and ultimately ensuring they are relevant to Farmers. This requires providing leadership to all technical areas at all stages of the project lifecycle starting with strategic planning of activity through to providing oversight of all research activities and ensuring L&D activities balance immediate and longer term priorities. A core requirement of this role is to also provide externally facing leadership by representing Dairy Australia across multiple advisor groups and panels including state governments and universities.

Technical Lead:
This role is also responsible for providing in-depth technical leadership in one of the core dairy program areas such as Feed base & Nutrition, Farm Business Management, People, Natural Resources or Animal Production. This is in addition to the overall leadership of the team.

MAIN ACCOUNTABILITIES

Technical Innovation Strategy
- As an active and participating as a member of the Farm Senior Management team, in collaborating with the Regional Manager, Learning and Development Manager, and Operations Manager, this role is responsible for assisting in the formulation organisational strategy for technical innovation Dairy Australia's portfolio
- Review and assess all Farm project initiatives from a strategic perspective, incorporating all considerations for industry needs and organisational priorities
- Identify opportunities and threats impacting agriculture and the dairy industry, analysing and recommending actions, and where appropriate working with the broader Farm team and other stakeholders to implement recommendations

Project Delivery
- Overseeing the development of technical materials, in collaboration with technical leads and if needed external consultants, to further project activities, objectives and results
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- Working closely with the Operations Manager and Project Managers, in order to oversee the development and delivery of all projects, ensuring they are relevant and consistent with organisational objectives and industry needs
- Working closely with the Learning and Development team, RDPs, and consultants or other external bodies, contribute to the design of content, guiding program design implementation, monitoring and adaptation
- Working closely with the Regional Operations Manager and RDPs, contribute to measurement and evaluation of projects, including feedback collation and reporting
- Challenge project progress and outcomes at key points of the lifecycle to ensure it is continuing to align to Dairy Australia’s priorities and deliver value to the farmer

Technical Expertise

- Developing and maintaining relationships with consultants and institutions such as contractors, university research leads, and scientific collaborators
- Presenting papers at national and international conferences, representing Dairy Australia as an source of technical prowess
- Oversee all technical project progress in order to evaluate outcomes from a technical perspective and respond as needed

Leadership

- Produce and report a technical oversight of all of the projects to the GM-Farm, with a specific focus and holistic view of the dairy industry, ensuring to draw out the purpose and scope of projects to ensure alignment to Dairy Australia’s priorities and any industry needs from Dairy Moving Forward and other sources
- Identifying relationships and inter-dependencies of opportunities between the technical areas of expertise in planning activities
- Lead, direct and oversee all organisational research and development projects by coordinating those as a part of the project to guarantee objectives are achieved
- Act as a mentor and provide expert technical advice, in addition to facilitating the training and career development of Technical Leads
- Foster a team culture where all members consider interdependence in addition to their own technical area

SPECIFIC POSITION REQUIREMENTS

EXPERIENCE/KNOWLEDGE

Experience

- Extensive experience in a related area of work and aptitude in at least one core technical area of program
- Significant commercial or agribusiness experience, including deep knowledge of the Dairy Industry
- People Leadership experience, including experience leading people through change
- A relevant qualification such as Agricultural Science, Animal Science or related fields, preferably at PhD level
- Project Management methodology and Deep knowledge of the Dairy Industry
- Demonstrated ability to successfully partake as a member of a project team or lead a project team
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- Demonstrated ability to successfully manage multiple competing priorities
- Strong operational experience in planning and prioritization of conflicting demands
- Open to direction and Collaborative work style and commitment to get the job done

**KEY WORKING RELATIONSHIPS**

<table>
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<tr>
<th>Internal</th>
<th>External</th>
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<tbody>
<tr>
<td>• Portfolio Management Office</td>
<td>• Dairy Farmers</td>
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<tr>
<td>• Education Design department</td>
<td>• Researchers</td>
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<tr>
<td>• Group Manager, Trade and Policy</td>
<td>• Dairy Industry advisors</td>
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<tr>
<td>• Group Manager, Farm Profit and Capability</td>
<td>• State governments</td>
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<tr>
<td>• Regional Managers and other RDP staff</td>
<td>• Universities and other research providers</td>
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<td>• Research Program Leaders</td>
<td>• Milk processors</td>
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**BEHAVIOURAL COMPETENCIES**

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<tr>
<th>Influencing and Relationship Building</th>
<th>Ability to build, develop and maintain key relationships with relevant industry professionals, coupled with the ability to persuade, convince or influence others</th>
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<tbody>
<tr>
<td>Innovation and Integrity</td>
<td>Brings strategic and creative ideas to life, ensuring that the message portrayed positively influences others, creating acceptance and support for ideas. Reinforcing a holistic and collaborative outlook and continues to drive mutually beneficial outcomes, whilst maintaining confidence and adhering to commitments</td>
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<tr>
<td>Sharing of Expertise</td>
<td>Brings both the motivation to expand and use one’s knowledge, and the willingness to share this knowledge with others. Actively spreads new knowledge and technical expertise.</td>
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<td>Strategic Perspective</td>
<td>Emphasizes the broader, longer term and more holistic vision and values of the Dairy Australia and the dairy industry as a means of guiding decisions and actions</td>
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<tr>
<td>Display Resilience, Courage &amp; Adaptability</td>
<td>Adaptable, flexible and shows initiative and responds quickly when situations change, and is composed, calm and confident in all situations and navigates ambiguity</td>
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<tr>
<td>Written &amp; Verbal Communication</td>
<td>Ability to convey information verbally and in writing to foster, encourage and facilitate open communication</td>
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Flexible Working Opportunities available for this role:
(this assessment is based on factors such as the type of activities the role performed, systems required to be used to perform the role etc. Discussions with manager are required to validate before flex working commences)

- ✓ Remote Working
- ✓ Early start/early finish
- ✓ Part-time
- ✓ Job-share