



## POSITION DESCRIPTION

**Position:** Junior Field Technician (Full-time)

**Reports to:** HCPSL Manager

### Purpose

HCPSL recognises a need to develop skilled agricultural employees for the organisation and the local sugarcane industry. The junior field technician position is an opportunity for an entry level person who is enthusiastic about working in the sugarcane industry and who has a desire to learn and add value to HCPSL. HCPSL will support the successful applicant by providing on the job training and opportunities to attain relevant certificate based qualifications.

Training and practical application of sugarcane systems including operation of farming equipment and crop management will be provided primarily through on the job training. HCPSL envisages that after a period of time, dependant on suitability and company requirements, there may be an opportunity for the successful applicant to progress to Field Technician level.

### Responsibilities

The Junior Field Technician will be responsible for activities associated with the company's approved seed program and farming operations, under the supervision of HCPSL Field Technicians. Through these activities and relevant certificate courses the the successful applicant will be expected to gain a sound understanding of aspects relevant to the production of sugarcane including;

- Pest and disease identification, testing, and management
- Crop management
- Variety management
- Planting and harvesting systems
- Operation and maintenance of harvesting, farming and job specific equipment
- Use of technology associated with precision ag and job specific tasks

The Junior Field Technician will take direction from the Manager in contributing to delivery of the organisation's field activities, ensuring optimum benefits are

delivered to the organisation and industry stakeholders to maximise productivity and profitability and the long-term objectives of HCPSL.

While much of the work will be supervised in the early stages of employment, there will be times when work must be undertaken with limited to no supervision.

### **Accountabilities**

- Initially under supervision, progressing to limited or no supervision;
  - Assist with the provision of pest and disease advisory services to industry (approved seed cane program and seed inspections).
  - Assist with the maintenance and operation of machinery and equipment associated with HCPSL farms and approved seed program.
  - Assist with farming operations (planting, fertilising, spraying etc).
  - Assist with the delivery of information through grower group and one on one extension.
  - Undertake the necessary training and learning to enhance skills and abilities as deemed necessary.
  - Assist with achieving HCPSL's goals as per the strategic plan and in meeting its corporate responsibilities.
  - Ensure that HCPSL human resource (HR) and Occupational Health & Safety (OHS) policies are strictly followed.
  - Undertake other work related activities, as requested by the Manager.

### **Requirements**

- The successful applicant must;
  - Be legally entitled to work in Australia
  - Have access to their own transport to and from work
  - Have the ability and be willing to gain a provisional or open licence within the first year of employment.
  - Possess the ability to work flexible hours (after hours or weekends if required)
  - Be prepared to travel for the purpose of work or training (if required)
  - Be physically fit with the ability and willingness to carry out manual tasks and outdoor work.
  - Be self-motivated with the ability and willingness to work as a part of a team.
  
- It will be advantageous, but not necessary, for the successful applicant to have;
  - A provisional or open car (C class) licence
  - Other truck or heavy vehicle licence
  - Completion of year 12 (QCE) and other relevant certificates or training
  - Previous experience in the sugarcane industry

## **Training and Employment conditions**

- The appointee;
  - must sign an employment contract, which will include 3, 6 and 12 month probationary periods.
  - will be required to successfully complete relevant training, including certificate courses and workshops that will assist them in performing their work duties (Safechem, first aid etc).
  - may seek further financial support from HCPSL to complete other relevant certificate training by negotiation with the manager.
  - will be accountable for their performance through the assessment of annual Key Performance Indicators (KPI).

## **Salary package**

- A salary in line with a junior position approved by the HCPSL Board.
- A superannuation contribution in line with the superannuation guarantee rate.
- Leave entitlement – 4 weeks annual leave per year with 20% leave loading 10 days sick leave per year. Long service leave of 1.3 weeks per year after 10 years.
- Course fees (excluding taxes) for relevant and agreed certificate courses upon successful completion of a subject or course.