

Job Title:	Agricultural Advisor – Land Recovery & Resilience (Level 2)		
Department:	Natural Resources	Section:	Agriculture
Reports to:	Head of Agriculture		
Grade:	Falkland Islands Government Grade – C	Job Code:	400AV1
Overall Purpose of the Role			
Reporting to the Head of Service, the role will develop and lead the Department’s land recovery programme. This programme should advance knowledge and practice of resilience-based land-management strategies and agroecosystem restoration. The key goals are to enhance the resilience of agriculture to climate change, support sustainable agricultural production, and restore the natural habitats and vegetation on which agriculture depends. The post-holder will provide advice to industry that is objective, practical, economically sound and tailored to the needs of individual businesses.			
Key Role Activities			
<p><i>RESILIENCE EXTENSION</i></p> <ul style="list-style-type: none"> • Provide technical and practical assistance to facilitate farmer participation in relevant agricultural certification and support schemes (e.g. Land Recovery Programme, Responsible Wool Standard, Farm Improvement Programme) • Develop and lead, in conjunction with internal and external stakeholders, a programme of collaborative land-condition monitoring on public and private agricultural land including assessment and reporting of key agroecological and environmental indicators of land productivity and resilience. • Provide tailored advice about natural asset restoration, monitoring and management practices in agro-ecosystems to enhance the resilience of Falklands landscapes. • Assist farmers and land-managers to develop, implement, monitor and report on actionable land recovery and restoration projects that enhance the productivity and resilience of agroecosystems. • Utilise knowledge of rangeland ecosystems, soil health, and native habitats to support land managers in enhancing the resilience and sustainability of their farms and landscapes. • Advise, support and collaborate with land-owners to extend on-farm research findings to the broader community to stimulate innovations specific to the Falkland Islands. • Lead on managing, monitoring and maintaining a network of recovery and restoration demonstration sites at locations on public and private land. <p><i>RESILIENCE RESEARCH AND DEVELOPMENT</i></p> <ul style="list-style-type: none"> • Work with government departments, land-owners, and external conservation and research organisations, to develop land management and restoration decision support tools and guidance programmes that enhance agroecosystem resilience to climate change. • Complete retrospective and systematic reviews of past and current extension and research programmes with a particular focus on projects supporting sustainable and integrated land-management and the development of robust baselines for assessing land and pasture condition. • Build collaboration with local and international experts to lead the development of targeted research that creates practical tools and guidance to help land managers and policymakers plan for, reduce, and respond to environmental threats to agriculture (such as wildfires, invasive species, drought, and plant diseases) 			

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Key Role Activities continued	
<ul style="list-style-type: none"> Develop, implement, manage and evaluate targeted research and development projects that contribute to departmental strategic and tactical priorities (e.g. water management, soil stabilisation, invasive species control, wildfire risk) <p>RESILIENCE POLICY AND LEGISLATION</p> <ul style="list-style-type: none"> Provide leadership on developing and implementing the Department’s Strategic Plan especially with regards to the “Resilient Land and Grazing Systems” theme. Lead and develop public policy and stakeholder awareness campaigns and reports on critical land recovery and resilience issues (e.g. invasive species, wildfire, soil erosion). Support the Head of Agriculture to deliver against the departmental strategic plan and other corporate plans, including the timely reporting of national KPIs. <p>GENERAL ACCOUNTABILITIES</p> <ul style="list-style-type: none"> Provide line management, mentoring and task oversight for one or more of the department’s staff as requested. Engage with and advise departmental and project staff to oversee specific tasks and ensure they are delivered on time and in specification. Assist with the delivery of other departmental activities on an ‘as needs’ basis. Provide assistance in the event of a disease outbreak of national importance in the Falkland Islands as directed by the incident controller. <p>The job description is not an exclusive or exhaustive definition of your duties. You shall undertake such additional or other duties as may reasonably be required by FIG commensurate with your role and grade.</p>	
Additional Information	
<ul style="list-style-type: none"> The Department of Agriculture (DoA) works to foster a sustainable, viable and internationally competitive agricultural industry through integrated services, applied research and development, extension, business skill development and regulatory programs. The postholder may also be required to work at weekends or at night. Travel away from Stanley involving being away overnight may be required periodically. The post holder is expected to work effectively in a team environment and within the bounds of the Health, Safety & Wellbeing policy 	

Person Specification:	Agricultural Advisor – Land Recovery & Resilience (Level 2)		
Criteria	Essential	Desirable	Assessment Method
Knowledge, Skills & Experience			
Minimum of 5 years' postgraduate experience in environmental, ecological or agricultural sciences	✓		A
Demonstrated knowledge and experience of sustainable agricultural production systems, particularly in relation to weather extremes, soil degradation and agro-ecosystems vulnerable climate change	✓		A/I/R
Demonstrated experience developing and delivering on-farm research and/or monitoring projects	✓		A/I/R
Working knowledge of the design and delivery of impactful extension activities	✓		A/I/R
Demonstrated ability to collect, interpret and report environmental, ecological or agricultural data	✓		A/I/R
Experience in installation and management of environmental monitoring equipment (e.g. weather stations, soil moisture loggers)		✓	A/I
Demonstrated knowledge and experience of ecosystem restoration, native plant and habitat management and soil reclamation and stabilisation	✓		A/I/R
Demonstrated knowledge and experience of soil and vegetation interactions, particularly in relation to acid peat habitats		✓	A/I/R
Experience of developing and managing invasive species control and eradication programmes		✓	A/I/R
Experience in the use of agricultural machinery		✓	A/I
Experience and technical application of quality assurance schemes in particular related to agriculture	✓		A/I/R
Demonstrated ability to use general and specialist computer software including spreadsheets, databases, word processors and relevant "tools of the trade" (e.g. statistical or GIS software)	✓		A/I
Significant project development, implementation and management relevant to the post	✓		A/I/R
Excellent written and verbal communication skills including the development of, for example, public presentations, research notes, articles and websites	✓		A/I/R
Excellent critical thinking and analytical skills	✓		A/I
Demonstrated ability to strategically plan and manage own work program, be innovative and meet deadlines and commitments	✓		I/R

Person Specification:	Agricultural Advisor – Land Recovery & Resilience (Level 2)		
Criteria	Essential	Desirable	Assessment Method
Knowledge, Skills & Experience continued			
Excellent interpersonal skills with demonstrated ability to communicate and network effectively via a range of methods with land-owners, co-workers and other stakeholders	✓		A/I/R
Demonstrated ability to manage staff	✓		A/R
Demonstrated ability to function as an effective member of a team as well as a team leader	✓		I/R
Personal Attributes:			
Highly motivated with a passion to drive forward new initiatives	✓		I/R
Ability to maintain a high degree of confidentiality and act tactfully in every capacity	✓		I/R
Aware of sensitivity of information in a small community	✓		A/I/R
Strategic thinker with good attention to detail	✓		I/R
Shows initiative and an ability to work without close supervision	✓		I/R
Willingness to travel as required including nights away from home both domestically and internationally	✓		A/I/R
Understanding of and willingness to commit to working in a department that values health, safety and wellbeing	✓		I/R
Ability and capacity to undertake training specific to the role	✓		A/I/R
Fluent English speaker	✓		I
Qualifications & Training			
Degree in Agricultural, Environmental or Soil Science	✓		A
An MSc, (or an equivalent Level 7 qualification) in a relevant subject, or evidence of having significant experience of working in a role at the same level and of equal complexity as evidenced by a portfolio of relevant research and/or extension outputs	✓		A
A current valid manual driver's licence	✓		A
Note to Applicants: Please ensure that you demonstrate your ability to meet the requirements of the job in your application form by giving clear, concise examples of how you meet each criterion.			

Method of assessment:

A - Application Form

I - Selection Interview

R – Reference

O - Other