

**Job Class Profile:           Agriculturist I****Pay Level:                   CG-29                   Point Band:                   622-675**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	5	4	3	5	4	3	3	1	4	
Points	233	67	19	24	120	65	62	21	43	654

**JOB SUMMARY**

The Agriculturist I performs entry level professional work in support of the development of the province's agriculture industry. Work involves field and office duties.

**Key and Periodic Activities**

- Informs farmers about agriculture programs and policies.
- Provides technical advice to the farming industry concerning various departmental programs as it relates to Total Mixed Rations (TMR), alternative forage, corn and grain nutrition and nutritional management.
- Develops local alternative feed products research programs for the provincial livestock industry. Evaluates needs, researches technology options, prepares proposals and budgets, implements projects and experimental design, monitors research and development trials.
- Collects, compiles and organizes research and development data, evaluates results and statistical analyses, and acts as technical advisor to research trials with various research organizations and departments when necessary.
- Conducts field inspections, collects data and crop monitoring information for weather, soil, forage and other data as necessary. Collects soil samples to interpret appropriate fertilizer applications.
- Prepares and assists in the development of applications for funding.
- Provides assistance to livestock farmers in feed and nutrition practices and management and the latest technology in the industry such as computer feeding and incorporation of waste products in feed rations.
- Identifies and evaluates the applicability and potential of new technology for the provincial industry application and/or on-farm research projects.
- Prepares technical information factsheets, newsletters and surveys as required.
- Plans and develops presentations for seminars, workshops and meetings.

**SKILL****Knowledge**

**General and Specific Knowledge:**

- Agricultural practices relating to forage and livestock production.
- Experimental design processes.
- Departmental programs, policies and procedures.
- Pesticide use.
- Proficiency with GPS instrumentation and computer applications.

**Formal Education and/or Certification(s):**

- Minimum: Undergraduate Degree in Agriculture supplemented by a Pesticide Applicator's License.

**Years of Experience:**

- Minimum: 1-2 years.

**Competencies:**

- Ability to apply technical concepts.
- Ability to conduct research.
- Ability to collect, evaluate and analyze data.

**Interpersonal Skills**

- A range of interpersonal skills such as listening, asking questions, providing routine information/direction and technical advice, explanation and clarification are required. Communicates complex information and makes formal presentations.
- Most significant contacts are with senior professional staff and Program Manager; Farmers/Producers (providing service to clients, addressing problems and providing assistance); other Departmental staff (to seek assistance in resolving problems).

**EFFORT****Physical Effort**

- The demands of the job occasionally result in considerable fatigue, requiring periods of rest.
- Occasionally lifts or moves objects 25-50 lbs. when applying pesticides and fertilizers in research work, however, those weighing between 10 – 25 lbs. is more typical.
- As travel throughout the province occurs, driving is a regular requirement.
- The use of fine finger/precision work occurs regularly when using Geographic Positioning System (GPS) and computer mouse and keyboard.

**Concentration**

- **Visual** demands are a regular requirement when reviewing research literature, collecting data, and preparing reports, presentations and inspecting field/on-farm projects.
- Occasionally, the use of **touch and smell** is necessary to assess quality, firmness and presence of disease in a crop.
- Activities such as collecting and entering data, and extended driving and operating farm equipment can be **repetitious and require alertness**.
- **Time pressures and deadlines** are experienced when ensuring research projects and funding requests meet deadlines. Reports have to be compiled and presented to analyze results and

secure funding.
— <b>Exact results and precision</b> are required on a regular basis when entering data and conducting statistical analysis and recordkeeping, taking field measurements, collecting data and operating farm tractors.
<b>Complexity</b>
— Tasks range from repetitive/well defined to occasionally different and unrelated, such as research, inspections and presentations requiring a broad range of skill and knowledge.
— Challenges/problems/issues can usually be addressed by following procedures and/or guidelines, however, some of those challenges/problems and issues must be defined and practical solutions found or creative solutions developed.
— Reference material available includes research literature and technical reports, Weed Control Guides and departmental Agriculture Specialists in livestock and crops.

## RESPONSIBILITY

<b>Accountability and Decision-Making</b>
— Works tasks and activities are moderately prescribed or controlled.
— Operates with some level of independence without direct supervision on a daily basis, but work is guided by established policies and procedures. Instruction is provided through work plans and regular meetings.
— Discretion and judgement are used when designing experimental research projects and providing information and advice to farmers.
<b>Impact</b>
— Impacts are felt internally within the department/group as well as externally on farmers.
— Work activities impact livestock, equipment, processes and systems, information and finances.
— Positive impacts result from advice provided to producers in assisting them with issues and negatively if an error is made in project design.
— The consequences of a mistake or error can impact both the producer and the agency; however, supervisory control and policy and protocol help mitigate against consequences of error.
<b>Development and Leadership of Others</b>
— Not responsible for supervision of staff.
— Occasionally provides orientation to new employees and guidance to students as assigned.

## WORKING CONDITIONS

<b>Environmental Working Conditions</b>
— Personal protection equipment (PPE) such as gloves, boots and hearing protection may be required when operating farm equipment and visiting projects in the field.
— There is limited likelihood for injuries or illnesses resulting from hazards.
— Potential exposure to dirt, dust, hazardous chemicals, toxic or poisonous substances, glare,

odours, physical dangers, heavy machinery, wet or slippery surfaces, temperature extremes, sharp objects, travel and adverse weather conditions.