

**Job Class Profile:            Agriculturist II****Pay Level:                            CG-36                            Point Band:                            790-813**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	6	5	3	4	5	4	4	1	5	
Points	280	83	19	19	150	87	83	21	54	796

**JOB SUMMARY**

The Agriculturist II class performs advanced professional work in delivering agricultural programs in support of the development of the province's agriculture industry. Work involves field and office duties.

**Key and Periodic Activities**

- Provides liaison and general counseling in the various fields of agriculture such as livestock, crops, poultry and engineering. Finds solutions to problems and issues posed by clients; conducts research and consults with agriculture specialists.
- Assists with the promotion and delivery of the Environmental Farm Planning and other initiatives through workshops, educational presentations and one on one correspondence with farmers throughout the province.
- Provides the farming community with assistance in the completion of their Environmental Farm Plans and Scans.
- Provides technical support to the Environmental Farm Planner for the design and implementation of agri-environmental mitigation projects as well as maintaining a database with all relevant statistics.
- Develops 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 and acts as technical advisor to research trials with the National Research Council.
- Promotes best management practices regarding the storage, handling and distribution of manure, fertilizer and pesticides.
- Reviews farm development plans and advises on the preparation of new farm plans for new entrants.
- Informs farmers about agriculture technical support and funding programs and policies.
- Promotes the agri-food industry; participates in agricultural fairs and field days.
- Prepares and assists in the development of applications for funding.
- Plans and develops presentations for seminars, workshops and meetings.

## SKILL

Knowledge
<p><b>General and Specific Knowledge:</b></p> <ul style="list-style-type: none"> <li>— Agricultural practices relating to forage and livestock production.</li> <li>— Experimental design processes.</li> <li>— Departmental programs, policies and procedures.</li> <li>— Proficiency with GPS instrumentation and computer applications.</li> </ul> <p><b>Formal Education and/or Certification(s):</b></p> <ul style="list-style-type: none"> <li>— Minimum: Undergraduate Degree in Agriculture</li> </ul> <p><b>Years of Experience:</b></p> <ul style="list-style-type: none"> <li>— Minimum: 2-3 years</li> </ul> <p><b>Competencies:</b></p> <ul style="list-style-type: none"> <li>— Research, evaluation and analytical skills.</li> <li>— Presentation skills.</li> <li>— Problem solving skills.</li> </ul>
Interpersonal Skills
<ul style="list-style-type: none"> <li>— 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. In promoting environmental and other initiatives, explanation and elaboration is required in order to ensure mutual understanding, participation and collaboration of farmers and producers.</li> <li>— 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).</li> </ul>

## EFFORT

Physical Effort
<ul style="list-style-type: none"> <li>— The demands of the job occasionally result in considerable fatigue, requiring periods of rest.</li> <li>— Occasionally lifts or moves objects 10-25 lbs. and 25-50 lbs. when moving educational material and equipment and setting up displays and booths for agricultural fairs.</li> <li>— Sitting, standing and walking are regular body postures required for office, driving and field activities.</li> <li>— As position involves travel throughout the province, driving is a regular requirement.</li> <li>— Fine finger/precision work is a constant requirement when using computer mouse and keyboard.</li> </ul>
Concentration
<ul style="list-style-type: none"> <li>— <b>Visual</b> demands are required when reviewing research literature, collecting data, and preparing reports, presentations and inspecting field/on-farm projects.</li> <li>— <b>Hearing</b> concentration is evident when listening to farmers explain operational matters, and when assisting farmers in completing farm plans over the phone.</li> </ul>

- Occasionally, the use of **touch and smell** is necessary to assess crop quality, firmness and presence of disease as well as identify environmental and livestock health problems.
- Activities such as collecting and entering data and extended driving 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.
- **Exact results and precision** are required when entering data and conducting statistical analysis and recordkeeping, taking field measurements and collecting data.

### Complexity

- Tasks range from repetitive/well defined to performing tasks that are different and unrelated, such as research, inspections and presentations requiring a broad range of skill and knowledge.
- Challenges/problems/issues can be addressed by following procedures and/or guidelines, however, some of those challenges/problems/issues must be defined and practical solutions found or creative solutions developed.
- Typical challenges are encountered when encouraging farmers to participate in environmentally friendly practices to promote sustainable agriculture, reducing the use of pesticides; and identifying farm management alternatives to improve environmental farm management and/or efficiencies of production.
- Reference material available includes research literature and technical reports, program criteria and policies, industry best practices and departmental Agriculture Specialists in livestock and crops.

## RESPONSIBILITY

### Accountability and Decision-Making

- Works tasks and activities are moderately prescribed or controlled.
- Schedules and carries out daily activities with independence. Instruction is provided through work plans and regular meetings.
- Discretion and judgement are used when addressing sensitive environmental/land use or farm practices issues and providing advice to farmers.

### Impact

- Impacts are felt internally within the department/group as well as externally on farmers.
- Work activities can impact livestock, equipment, processes and systems, information, finances, human resources and health and safety.
- Positive impacts result from advice provided to producers in assisting them with issues and negatively if an error is made in analyzing a situation and giving advice, handling sensitive matters, project design and environmental farm plans.
- The consequences of a mistake or error can impact the producer, the industry, the agency and the environment.

### Development and Leadership of Others

- Not responsible for supervision of staff.
- Occasionally provides assistance to new employees and guidance to students as assigned.

## WORKING CONDITIONS

### Environmental Working Conditions

- Personal protection equipment (PPE) such as gloves, boots and hearing protection may be required when visiting projects in the field.
- There is limited likelihood for injuries or illnesses resulting from hazards.
- Regularly exposed 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.