

SENIOR AGRIBUSINESS CONSULTANT – SHEEP AND BEEF

Reporting Relationships	
Reports to:	Sheep & Beef Team Leader and General Manager
Location:	Masterton or Feilding

Purpose
<p>BakerAg is an innovative Agricultural Consultancy company that works with its clients to succeed in their own terms. BakerAg has a 35-year history of providing services to the Sheep & Beef industry across the lower half of the North Island and now throughout the country.</p> <p>The SENIOR AGRIBUSINESS CONSULTANT – SHEEP & BEEF (ACSB) will provide a key role in BakerAg’s Sheep & Beef consultancy service delivery.</p> <p>The focus is to deliver results to meet the individual needs of your clients. You will also manage and develop key relationships, building and developing opportunities for future work for yourself and BakerAg. The Agribusiness Consultant supports, and develops their own clients and in the process, strengthens the BakerAg brand. You will take a lead in discussion groups, writing articles and peer reviewing reports for both BakerAg and Industry Organisations.</p>

Role Accountabilities	
Health and Safety	<ul style="list-style-type: none"> Adheres to the Company’s health and safety policy and actively supports the policy and its implementation to other staff and clients. Works in a manner that promotes their own and others health and safety within the workplace. Records and reports any safety observations, accidents, injuries or ‘near misses’ immediately when they occur. Maintains a valid drivers’ license.
Leadership	<ul style="list-style-type: none"> To help develop capability within the BakerAg team to support Sheep and Beef consultancy service delivery. This will involve the formal mentoring of junior and intermediate and / or new consultants as they join the BakerAg team. To champion BakerAg’s policy and service delivery around Sheep & Beef Consultancy. To pursue and develop business opportunities and build new relationships by self-promotion and promoting BakerAg to intermediaries and prospects. To support, and develop your own clients and in the process, strengthens the BakerAg brand. To deliver results to meet the individual needs of your clients. The consultant will take a lead in discussion groups, writing articles and peer reviewing reports for both BakerAg and Industry Organisations. Supports and demonstrates the values of BakerAg.
Consultancy Management	<ul style="list-style-type: none"> To identify opportunities to assist clients with their agribusiness decisions which could include assisting with whole farm systems reviews (including landuse options), one off projects for policy changes or for land acquisition and financial and environmental monitoring. To attend and to deliver content at Industry Discussion groups and other focused industry events The ACSB must understand Change Management, and how to support landowners in transitioning through policy and systems change. Maintains industry knowledge needed for the job and to assist other BakerAg consultants Able to assess service delivery packages and IP that may be of use to BakerAg in its Sheep & Beef Management service delivery.

	<ul style="list-style-type: none"> Responsible for setting own work plan, setting appointments, allocating time efficiently and delivering in an expedient manner. Monitors time and costs on consultancy work against budget and works with the Business Manager to identify problems or issues early so these can be addressed before they escalate. Liaises with other BakerAg agribusiness consultant's, retaining oversight of the work for quality, time taken and meeting deadlines. Maintains industry knowledge needed for the job and to assist other BakerAg consultants. Mentoring other BakerAg Agribusiness consultants. Project management of larger contracts including negotiating Scope of Works, preparing proposals, implementing the project, monitoring milestones and time/costs. Liaises with other rural professionals for work. Willing to have reports peer reviewed against letter of engagement and for technical content, plain English and layout. Delegates as much work as possible to more junior team members, retaining oversight of the work for quality, time taken and meeting deadlines. Especially reassigns small clients to more junior team members and retains good oversight and customer service on the job.
Human Resources	<ul style="list-style-type: none"> Personnel goals and objectives will be negotiated and set at annual employment reviews Regularly reviews progress against these objectives with direct reports and involves Team Leader in those discussions, especially if there is performance management needed. Mentors and ensures they, and any direct reports, are trained to perform to the Company's expectations within their roles utilising both external and internal training opportunities. Ensures staff health and safety is managed in line with legislation.
Workflow and Project Management	<p>Personal</p> <ul style="list-style-type: none"> Ensures client's needs are met through a planned work program that is achieved on time and to client's satisfaction. Actively seeks new clients based on agreed targets and marketing plans. Helps bid for and negotiates new contracts for services. Oversees performance of any direct reports. Ensures that time recording, and invoicing are carried out accurately and that there is an accurate translation of time recorded into invoiced fees. Responsible for accurate and timely recording of sales information by direct reports in Workflow Max. Actively manages time and delegates work to the most junior level appropriate given the skills and experience required to do that work to the BakerAg standard of quality, timeliness and productivity. <p>Organisation</p> <ul style="list-style-type: none"> Helps develop and get consulting packages up and running. Uses non-chargeable time to increase BakerAg profile with potential clients and rural partners to refer work to us.
IT Management	<ul style="list-style-type: none"> Is up to date with developments in software used by BakerAg as tools for consulting. Applies BakerAg standards of security and access control to data for themselves and direct reports. Is a proficient user of Agribusiness technologies such as Farmax, Overseer, Focus and Figured, Microsoft Office suite. Has the ability to combine farm systems knowledge with appropriate technologies to generate optimised outcomes for clients.
Project Management	<ul style="list-style-type: none"> Provides project management for larger work assignments as they arise, ensuring they are delivered on time and within budget.

Learning and Development	<ul style="list-style-type: none"> In consultation with the Team Leader and General Manager develops a self-development plan on an annual basis for self and direct reports, to ensure ongoing learning and development. Attend and participate at all agreed professional development.
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Decision Making Authority	
Financial Delegations	Operational financial approval \$500 Capital financial approval \$500

Key Relationships	
Internal	Nature of the relationship
Sheep & Beef Team	Provide guidance on work priorities, process, intellectual leadership, strategies. Work programs, individual development and management support.
Team Leader sheep & beef team	Joint Direct report
General Manager	Support for success in BakerAg – Joint Direct report
BakerAg Staff	To coordinate work plans and facilitate delivery of work.
External	Nature of the relationship
Clients, Potential Clients	To assist, inform, and share information, and represent BakerAg interests
Agribusiness Professionals, Suppliers	To inform, share information, liaise on key matters and represent interest of BakerAg. Actively collaborate and build knowledge.

Orientation and Training
<p>To do your best work, you need to be enabled, this will be the focus of the first three months. We want to ensure you develop, strengthen, and familiarise yourself with the role, tools, process and culture at BakerAg through implementation of our orientation and peer support programme.</p> <p>After three months your orientation programme will conclude, and the focus will shift to moving your skills and knowledge forward through the BakerAg Training and Development programme. This is an annual programme of key milestones for your continued development within Agriculture and will be provided both internally and externally. Professional development will inspire and equip you to deliver a high-quality relationship to our clients.</p>

Confidentiality
Confidentiality with both clients' information and all matters relating to BakerAg's business and clientele is to be maintained at the highest level.

Qualifications and Experience
Essential
A degree in Agribusiness or allied discipline.
A minimum of five years' experience in farm consultancy including farm systems for production and profitability, livestock policies, marketing options, reporting systems, farm finances, analytics, and HR management.
Ability to lead and empower staff through the business owner over a range of roles and projects.

Agricultural and financial data analytical and reporting skills.
Excellent relationship management skills with a diverse set of people and clients.
Good understanding of IT in business. Experienced in Microsoft Suite, Experience with Farmax, budgeting software (Cash Manager Focus, Xero and Figured etc),
High standard of written and verbal communication skills including the ability to present to small and large groups.
An understanding of challenges and opportunities facing farming clients and an ability to seek out the skills to help support clients to turn these challenges into opportunities in their businesses.
Preferred
Experience in project/programme management and delivery of many projects to meet time objectives.
Experience in working on and having management responsibility on a farm.
Overseer and/ or mapping software knowledge

Competencies
Adheres to an appropriate and effective set of core values and beliefs, acts in line with those values, rewards the right values and disapproves of others. I.e., walks the talk, practices what he/she preaches.
Is widely trusted, direct and honest individual, keeps confidences, admits mistakes, doesn't misrepresent him/herself for personal gain.
Enthusiastic, is constantly and consistently a top performer, steadfast pushes self and others for results.
Is personally committed and actively works to continuously improve him/herself, understands that different situations may call for different skills and approaches, works on compensating for weakness and limits.
Enjoys working hard, is action oriented and full of energy for the things he/she sees as challenging, seizes opportunities.
Can effectively cope with change, juggle competing priorities, decide and act without having the total picture, isn't upset when things are up in the air, doesn't have to finish things before moving on, can comfortably handle risks and uncertainty.
Relates well to all kinds of people, builds appropriate rapport and constructive and effective relationships, uses diplomacy and tact.