

CARIBBEAN AGRICULTURAL RESEARCH AND DEVELOPMENT INSTITUTE

POSITION DESCRIPTION

DATE OF PREPARATION	:	04 January 2021
APPROVED BY	:	_____
POSITION TITLE	:	Agronomist
DEPARTMENT	:	Research and Development/Country Representative
COUNTRY	:	Multi

FUNCTION:

Responsible for planning, designing and conducting experiments or investigations on food crops, such as cereals and legumes, to obtain more efficient production, higher yield and improved quality, or other research objective as determined by the Institute's strategic plan or project arising out of a decision to tackle a critical problem.

The Agronomist is required to participate in the Institute's planning, budgeting and resource mobilisation process by helping to identify, define and develop projects in the area of food production aimed at obtaining improved productivity, higher yield and improved quality.

The Incumbent is required to execute food crop research projects on both a single Country and Regional Network basis, applying the principles of crop science to practical areas. The incumbent is also required to prepare funding proposals, identify potential investor organizations and fully participate in the process of resource mobilization in order to ensure the sustainability of his/her programmes/projects.

The Agronomist is required to design appropriate experiments to conduct the necessary scientific enquiry and to collect, collate and analyse the resultant data and disseminate the findings and conclusions in the form of reports and technical papers. The incumbent may be required to work as part of a multi-disciplinary team. The incumbent must be able to relate the research and development work he/she is engaged in to the wider industry to which the commodity or food crop belongs.

The incumbent is required to supervise the work of Technicians and Research Assistants and to map out, discuss and monitor the Work Programme to be followed. The incumbent is also required to determine on an annual basis the 'Major Job Objectives' for each subordinate and to identify and discuss the 'Key Result Areas' to be used for performance measurement.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Participates in resource mobilization, project planning and budgeting activities within country representations.

Conducts experiments and investigations in agronomic problems and develops and tests new methods of growing cereal and legume crops to secure more efficient production, higher yield and improved production systems.

Plans and carries out germplasm evaluation at experiment stations or on farms to develop and improve varieties of food crops with respect to characteristics such as yield, produce quality, adaptation to specific soils and resistance to diseases and pests. Assists in supervising the maintenance of the research laboratories.

Develops integrated food crop production systems to encompass methods of cultivation, crop management, harvesting, post-harvest handling, product development as well as crop rotation and irrigation practices.

Produces and manages high quality germplasm for various food crops. Supervises the sale/distribution of same to farmers, etc.

Identifies problems experienced by farmers and develops agronomic work programmes aimed at providing solutions to these problems. Disseminates results of investigation by preparing appropriate technical packages.

Co-ordinates the planning of workshops/seminars for farmers and members of farmers' organisations and provides technical assistance in a number of areas to growers as well as agricultural institutions.

Supervises work of Technical Staff, evaluates data using statistical analysis techniques and interprets the results of the evaluation and makes presentations at Seminars and lecture sessions.

May be required to represent CARDI on Boards such as Agronomic Committees.

Prepares and produces progress reports of activities on a monthly or quarterly basis as well as factsheets, bulletins and other scientific papers for publication.

Assists in setting up of exhibits and displays.

Ensures that activities carried out and technologies designed, tested and adapted do not promote environmental degradation. Also collaborates with relevant Staff member to ensure that social and gender considerations are taken into account in the planning and implementation of research activities, particularly in on-farm research.

Disseminates findings of original research work through the preparation of papers for publication in respectable agricultural science journals. Presents such papers at Regional/international Conferences.

Assigns tasks in Unit, prepares '**Major Job Objectives**' and undertakes performance appraisals for Staff supervised: submits general reports related to work activities for guidance of supervised personnel.

The above responsibility statements identify specific duties necessary to attain CARDI's overall objectives while not precluding the job holder from carrying out other related activities that may be inherent in the job.

REPORTING RELATIONSHIPS : Reports to the Manager, Science, Technology and Innovation through the CARDI Representative.

PRINCIPAL ORGANISATIONAL RELATIONSHIPS:

Internal : All departments within the Organisation

External : Government and Business organisations and Agencies associated with CARDI.

PERSONNEL SUPERVISED BY THIS POSITION INCLUDE:

Directly

Graduate Assistant
Research Assistant
Laboratory Technician
Field Assistant
Administrative Assistant/Secretary

Indirectly

Field Assistant
Clerk/Typist
Labourer

EXPERIENCE : A minimum of three years post university practical research experience in the field of Agronomy. The incumbent must be able to undertake research to improve food crop production systems in the Caribbean. Experience in on-farm investigations required.

QUALIFICATIONS : Post graduate university degree in Agronomy/Crop Production. Specialised knowledge of biological research and bio-technology. Formal training in experimental design and statistical analysis would be an asset. Requires an understanding of basic business principles and the use of computer applications.

Signature of Employee: **Date:**

Signature of Manager/Supervisor: **Date:**