

## DAIRYNZ Position Description

Senior Technical and Policy Advisor - Veterinary

### Position

**Position Title:** Senior Technical and Policy Advisor (Veterinary)

**Direct Report:** None

**Budget:** DairyNZ *M. bovis* budget related oversight

**Lead Position:** DBCAT team

**Reports to:** Biosecurity Manager

**Career Level:** Specialist

**Revenue:** N/A

**Delegated Authority:** TBC

### Purpose of DairyNZ

DairyNZ works for New Zealand dairy farmers. Our purpose is to help create a better future for them. We do this through investing in research through to extension to help solve on-farm problems and create new opportunities. Outside of the farm gate we collaborate with a wide range of stakeholders to achieve common goals and help tell the great dairy story.

Our Vision: ***Delivering a better future, for farmers.***

This is what we strive for in everything we do and everything we say.

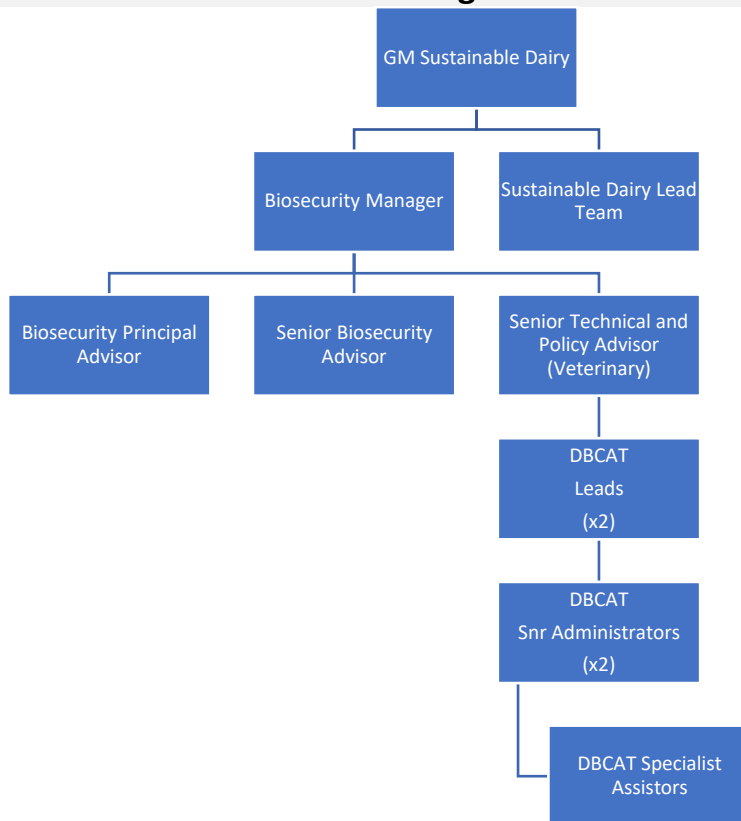
### Purpose of the position

Support the Biosecurity team with veterinary experience in scientifically robust research and technical analysis to influence national biosecurity policy, best practice biosecurity risk assessments and management practices, and readiness and response arrangements (as the veterinary technical subject matter expert/"go to").

To create value for the dairy industry by:

- Being a key contributor to influencing biosecurity policy processes through a strong technical evidence base and the development and implementation of dairy industry biosecurity risk assessment and risk management processes.
- Ensuring strong enduring relationships with key government and partner organisations to deliver science-based biosecurity work and ensure that dairy farmers interests are represented for the long-term resilience of the sector.
- Contributing to and influencing national biosecurity readiness and response arrangements.
- Provide technical guidance on veterinary and related animal health matters and tracking of sector change in the biosecurity space.
- Supporting the *Mycoplasma bovis* Programme as it enters a transition phase - including DairyNZ Beef+Lamb NZ Compensation Assistance Team (DBCAT) oversight - DairyNZ related compensation and financial oversight/reporting, DBCAT contractor team oversight and support including advice to inform various elements of the *Mycoplasma bovis* Transition plan.

### Team organisation chart



### Key position deliverables

Key accountabilities of the role to be reflected in the Performance Agreement and Individual Performance Targets:

Key Performance Requirement:	Key Indicators:
Technical Delivery	<ul style="list-style-type: none"> <li>• Provide scientifically robust, expert, veterinary technical advice to DairyNZ and dairy industry across a range of priority biosecurity and related animal health issues identified in line with the DairyNZ Biosecurity strategy.</li> <li>• Be a trusted and respected contributor to, and influencer of, national and regional debates around biosecurity risk assessment and risk management, notably related to animal diseases. Proactively sought out by key sector stakeholders/influencers to provide a dairy sector veterinary view on biosecurity risk assessment and management.</li> <li>• Proven research and analysis skills to undertake biosecurity risk assessment, research, assess biosecurity policy, analyse data, distil information, draw actionable insights, and translate that into palatable and compelling information to influence and inform decisions.</li> </ul>

	<ul style="list-style-type: none"> <li>• Proven track record in complex technical biosecurity risk assessment and risk management frameworks and implementation methods – at national and international level.</li> <li>• Proven technical agility – ability to apply veterinary technical biosecurity expertise across a range of changing biosecurity priorities, projects and policies.</li> <li>• Maintain a high level of written and presentation skills.</li> <li>• Proactively authors and contributes to biosecurity papers, publications, and projects relevant to NZ Dairy Industry.</li> </ul>
<p>Influence on policy</p>	<ul style="list-style-type: none"> <li>• Research and analysis of Biosecurity policy issues of importance to the dairy industry and development of options for achieving preferred outcomes. Work with key government agencies, organisations, and individuals associated with these policies to coordinate DairyNZ’s input into policy making that could impact on dairy farming.</li> <li>• Develop positions that will inform discussions and work plans with internal and external stakeholders.</li> <li>• Provide a source of relevant, accurate facts, information and technical input about the dairy industry and dairy farming to those involved in making policy in New Zealand</li> <li>• Ensure DairyNZ contributes appropriately to all relevant policy making processes, e.g. through the provision of submissions, policy papers, participation on steering and working groups, etc.</li> <li>• Build relationships across a range of contacts in government and industry to ensure DairyNZ is recognised as an essential and constructive contributor to policy making involving the dairy industry</li> </ul>
<p><i>Mycoplasma bovis</i>            DBCAT Team leadership</p>	<p><i>DairyNZ Beef+LambNZ Compensation Assistance (DBCAT) team – DairyNZ lead</i></p> <ul style="list-style-type: none"> <li>• As the key DairyNZ point person for <i>M.bovis</i> compensation and <i>M.bovis</i> related financial matters you will strategically work to support the <i>M.bovis</i> Programme and DairyNZ staff working within the Programme during it’s transition phase.</li> <li>• Lead oversight of DairyNZ Beef+LambNZ Compensation Assistance team (DBCAT) during the transition phase to a management agency.</li> <li>• DairyNZ related compensation and financial oversight/reporting relative to the <i>Mycoplasma bovis</i> Programme.</li> <li>• Coordinate and support team operational/technical advice on compensation to inform various elements of the <i>Mycoplasma bovis</i> Transition plan.</li> <li>• Provide key support in compensational/operational matters to various DairyNZ staff and stakeholder groups as required to support the <i>M.bovis</i> programme.</li> <li>• Support and act on agreed recommendations to enhance the operational effectiveness of the response.</li> <li>• Ensure MPI have correct information points from industry, to guarantee they have current information to build systems and processes.</li> <li>• Provide leadership to tasks, projects and programs as required to ensure delivery of high quality results.</li> <li>• Maintain a strict sense of professional ethics, maintain confidentiality and privacy.</li> </ul>

	<ul style="list-style-type: none"> <li>• Link back into industry information (industry special matter experts) and support resources when problem solving and providing solutions (e.g. regional milk production, economic, grass growths, average cull rates etc).</li> <li>• Maintain an appropriate understanding of the legal requirements around the Privacy Act, Biosecurity Act, compensation, specification changes, including any guidance provided by MPI, health and safety, and information sharing.</li> <li>• Work to support future proofing systems and processes that deliver on a farm centric approach.</li> <li>• Respond to the changing needs of the M.bovis eradication programme, and Bovis Governance, and performing other tasks as reasonably required.</li> <li>• Promptly respond to new issues that require a new line of industry thinking and solutions for them, then provide the information and make recommendations to governance and/or compensation.</li> <li>• Have an awareness of the implications of M.bovis on farmer and families, and farming communities with livestock sector organisations.</li> </ul>
Farmer and stakeholder engagement	<ul style="list-style-type: none"> <li>• Demonstrate a high level of understanding of farm systems and farmer needs relative to biosecurity risk assessment/management frameworks and in developing solutions to biosecurity issues.</li> <li>• Identify key industry stakeholders/influencers and proactively develop and manage strong enduring relationships to drive and influence decision making around biosecurity, traceability, risk assessment, risk management and enable delivery of consistent messages.</li> <li>• Positively promote effective communication with the adoption network and provide constructive feedback to DairyNZ.</li> <li>• Ensure farmer, industry and biosecurity policy needs are recognised in the solution &amp; development process.</li> <li>• Establish and maintain strong proactive internal and external networks for information sharing and collaboration.</li> </ul>
Project Planning and delivery	<ul style="list-style-type: none"> <li>• A Biosecurity team lead for contributing and preparing project plans/proposals for industry or external funding applications.</li> <li>• Contribute veterinary and biosecurity technical expertise/views to the planning, and coordination of phases of work within the Sustainable Dairy programme and other DairyNZ projects/programmes where appropriate.</li> <li>• Proven ability to apply veterinary technical and biosecurity expertise across a range of projects, in line with priorities identified by the business.</li> <li>• Proactively monitor projects against milestones and deliverables and evaluate project outcomes.</li> <li>• Ensure all project tasks are completed within allocated timeframe to specified standard, within budget.</li> <li>• Proactively work to enhance integration of project teams across the wider DairyNZ organisation and optimise synergies between workstreams and stakeholder engagement.</li> <li>• Proactively report against projects and activities as required to ensure a no- surprises operating basis</li> </ul>

<p>Relationship Management including Mycoplasma bovis Programme partnerships</p>	<ul style="list-style-type: none"> <li>• Establish and maintain strong productive and positive relationships at the political level, policy-making levels and veterinary technical expertise levels in government institutions and agencies, and with other stakeholders involved in biosecurity policy making.</li> <li>• Build strong relationships with key stakeholders to ensure DairyNZ contributes effective veterinary expertise to biosecurity policy making, risk assessment and risk management in the long-term interests of the primary sector.</li> <li>• Work closely and maintain strong proactive relationships with industry organisations (e.g. OSPRI, Federated Farmers, Beef+Lamb NZ, DeerNZ and other industry/Government Industry Agreement (GIA) bodies including the Plants Council, VCNZ, NZVA, and dairy family organisations Fonterra, DCANZ, DITAG and wider stakeholders such as research organisations) to ensure a complementary dairy industry (or where appropriate GIA livestock sector or OSPRI shareholder) approach to biosecurity policy issues</li> <li>• Work collaboratively with DairyNZ staff within the <i>M.bovis</i> Programme to support and ensure delivery on all strategic, contingency and action plans. Support effective relationships with delivery partner organisations as required (MPI, Industry partners, veterinarians within the Programme, Rural Support Trusts and other agencies)</li> <li>• Use proven strategic tact and diplomacy to navigate difficult situations. Relays key messages by creating a compelling story, targeted to specific audiences. Bring a strategic understanding to issues and how they are best tackled, and apply this to determining the best way for the dairy industry to respond</li> <li>• Contribute to the establishment and maintenance of taskforces and working groups that bring together capability from within the industry to work together for mutual benefit and to avoid duplication of investment, capability, and efforts, including in response to tight-timeframe animal welfare, product integrity, or biosecurity events.</li> <li>• Ensure outcomes and intelligence from key stakeholder engagements are regularly communicated back through written reports/updates to the relevant DairyNZ manager/team to support information and decision making.</li> <li>• Build strong relationships across DairyNZ staff with those who have an interest in and a contribution to make in addressing biosecurity risk assessment, management and policy issues.</li> <li>• Support the growth of biosecurity knowledge/experience across the business for business contingency purposes.</li> <li>• Disseminate information through industry networks as required.</li> <li>• Establish and manage other biosecurity networks and relationships that will be of benefit to DairyNZ.</li> </ul>
<p>Budgets</p>	<ul style="list-style-type: none"> <li>• Ensure that the expenditure remains within agreed budget limits and work with finance team to review and create annual project budgets.</li> <li>• Work with the DairyNZ Biosecurity Manager to support oversight of the DBCAT budget, liaising with key stakeholders weekly (MPI, DairyNZ and B+LNZ,)</li> <li>• Set, monitor, manage and report against budget within delegated authority.</li> <li>• Ensure overall and component budgets are allocated and managed responsibly and accurately.</li> </ul>

	<ul style="list-style-type: none"> <li>Managing budget expenditure meeting agreed deliverables and being accountable for variations.</li> </ul>
How We Work	<ul style="list-style-type: none"> <li>Support and model DairyNZ values and principles: Respect, Curiosity, Courage and Credibility.</li> <li>Understand and adhere to company policies and guidelines.</li> <li>Actively support and contribute to DairyNZ organisational culture of one team.</li> <li>Actively support and encourage continuous improvement to drive our organisation forward.</li> <li>Strive to provide a safe and healthy workplace</li> <li>Role model industry safe working practices</li> <li>Actively promote DairyNZ Health, Safety &amp; Wellbeing Policies and procedures.</li> <li>Support and encourage employee participation and consultation in all aspects of Health, Safety and Wellbeing management.</li> <li>Comply with legislative requirements and relevant standards.</li> </ul>

### Key relationships

Internal:	External:
Biosecurity Manager	Government agencies: Ministry for Primary Industries, Department of Conservation,
Biosecurity Team	MPI veterinarians including Chief Veterinary Officer
DBCAT team direct reports	M.bovis Programme partners – MPI, Beef+Lamb NZ
GM Sustainable Dairy	M.bovis Programme Director and Management – Compensation Team manager, M. bovis regional teams
Internal Business Units	Industry Stakeholders (e.g. Milk Companies, DCANZ, Vet Council NZ, Dairy Cattle Veterinarian society NZVA, GIA partners Beef + Lamb NZ, Federated Farmers, MIA, NZPork, DeerNZ, HortNZ, Forage industries (Grain & Seeds)
	Regional Councils
	Government Industry Agreement partners and Secretariat
	Better Border Biosecurity (B3)

### Qualifications and experience

Essential:	Preferred:
A relevant post-graduate veterinary qualification and valid license to practice within NZ.	Knowledge about veterinary medicine, animal health matters, biosecurity, risk management, risk assessment, biosecurity policy and regulatory issues facing dairy farmers in New Zealand
5-10 years veterinary experience	Holds significant enduring relationships with MPI (e.g. veterinary, biosecurity science, risk assessment, readiness, GIA teams), industry organisations, regional councils, crown research institutes and universities and wider biosecurity contractors

Biosecurity, disease management and/or pest management, response, and recovery experience	Work experience within a regulatory/ government environment
Credibility in the sector and a record of working constructively with stakeholder organisations	Knowledge of central/regional government structure and operation
Proven networking and relationship building /management skills, working with a wide range of people with varying needs.	Strong background in project and programme management and working as a team player
Experience of project planning at a strategic level and practical experience of leading project teams.	
Experience in presenting to audiences and group facilitation/presentation.	
Experience in biosecurity policy, regulatory or managing regulatory requirements in a commercial environment	
An affinity for dairy farming, an appreciation of the current issues and challenges facing dairy	
Experience leading a team	

### Job specific & technical competencies

Category	Descriptor/Evidence
AGILE WORKING SKILLS	Can comfortably work with a range of people and projects, drawing on key competencies, collaboration, creativity, and technical learning. Can effectively cope with change; can shift gears comfortably; can 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 risk and uncertainty, does not allow a degree of uncertainty to stand in the way of progress.
TECHNICAL ANALYSIS/WRITING	Can communicate in a variety of styles to meet requirements. Can distil complex science to facilitate appropriate messages to target audience(s). Can contribute to papers and articles, tailoring messages
NETWORKING & RELATIONSHIP MANAGEMENT	Actively seeks a broad range of contacts and builds strong enduring relationships with relevant players/influencers to ensure good flow of relevant information, receive early warning of issues that are brewing and have allies who can solve problems. Regularly communicates key messages/intelligence gained from key stakeholder engagements back into the wider DairyNZ organisation/key personnel - to facilitate in house information and decision making.
COLLABORATION	Actively seeks to collaborate across teams and across organisations. Can demonstrate successful collaborations. Collaborates when appropriate to do so. Influences with ability to generate cohesion and inspire collaboration within areas of influence.
DECISION QUALITY	Makes good decisions based upon a mixture of sound analysis, wisdom, experience, and judgement; most of his/her solutions and suggestions turn out to be correct and accurate when judged over time; sought out by others for advice and solutions.
POLITICAL SAVVY	Can manoeuvre through complex political situations effectively and quietly; is sensitive to how people and organisations function;

	anticipates where the land mines are and plans his/her approach accordingly; views corporate politics as a necessary part of organisational life and works to adjust to that reality.
PROJECT LEADERSHIP/MANAGEMENT	Able to successfully manage multiple stakeholder projects. Uses project management methodology.
PEOPLE LEADERSHIP	Develops personal profile and establishes credibility across the organisation.
BUDGET MANAGEMENT	Experienced in managing delegated budget and in assessing validity of costs.
PEER RELATIONSHIPS	Can quickly find common ground and solve problems for the good of all; can represent DairyNZ's interests and yet be fair to other groups; can solve problems with a minimum of noise. Is seen as a strong team player and is cooperative; easily gains trust and enduring support of stakeholders and peers. Encourages collaboration and information sharing; strongly contributes/shares information gained within the wider organisation, understands why groups do what they do; picks up the sense of the group in terms of positions, intentions, and needs; what they value and how to motivate them; can predict what groups will do across different situations.
COMMUNICATION AND PRESENTATION SKILLS	Articulates ideas and intentions clearly and succinctly in an array of forums and settings; Is honest, tactful, and diplomatic in interactions; can change tactics midstream when something isn't working; writes clearly and succinctly; can get messages across that have the desired effect; Provides information so others can make accurate decisions; is timely with information. Competent in the use of the MS Office Suite.
BEHAVIOUR CHANGE	Understands the concepts that build capacity and drive change in people. Takes a farmer centric position on developing solutions for pressing sector needs.
FARM SYSTEM DRIVEN	Understands the whole farm system philosophy, key discipline areas and their related tensions/synergies.
NEGOTIATING COMPOSURE	Can negotiate skilfully in tough situations with both internal and external groups; Is cool under pressure; does not become defensive or irritated when times are tough; doesn't show frustration when resisted or blocked; is a settling influence in a crisis; can win concessions without damaging relationships; can be both direct and forceful as well as diplomatic; gains trust quickly of other parties to the negotiations; has a good sense of timing.

### Career level competencies – Advanced Specialist

Competency	Descriptor/Evidence
<b>STRATEGIC AGILITY</b>	Sees ahead clearly; can anticipate future consequences and trends accurately; has broad knowledge and perspective; is future oriented; can articulately paint credible pictures and visions of possibilities and likelihoods; can create competitive and breakthrough strategies and plans.
<b>ORGANISATIONAL AGILITY</b>	Knowledgeable about how organisations work; knows how to get things done both through formal channels and the informal network; understands the origin and reasoning behind key policies, practices, and procedures; understands the cultures of organisations.



<p><b>PROJECT MANAGEMENT/ KEEPING OTHERS INFORMED</b></p>	<p>Provides the information people need to know to do their jobs and to feel good about being a member of the team, unit, and/or the organisation; provides individuals information so that they can make accurate decisions; is timely with information.</p>
<p><b>INNOVATION MANAGEMENT</b></p>	<p>Is good at bringing the creative ideas of others to fruition; has good judgement about which creative ideas and suggestions will work; has a sense about managing the creative process of others; can facilitate effective brainstorming; can project how potential ideas may play out in practice.</p>
<p><b>NEGOTIATING</b></p>	<p>Can negotiate skilfully in tough situations with both internal and external groups; can settle differences with minimum noise; can win concessions without damaging relationships; can be both direct and forceful as well as diplomatic; gains trust quickly of other parties to the negotiations; has a good sense of timing.</p>
<p><b>DEVELOPING DIRECT REPORTS &amp; OTHERS</b></p>	<p>Provides challenging and stretching tasks and assignments; holds frequent development discussions; is aware of each person's career goals; constructs compelling development plans and executes them; pushes people to accept developmental moves; will take on those who need help and further development; co-operates with the developmental system in the organisation; is a people builder.</p>