

Agri Magic Limited

JOB DESCRIPTION

Job title

Farm Systems Consultant – Efficient Systems Specialist

Role purpose

As a Farm Systems Consultant – Efficient Systems Specialist you will provide senior technical, project, client, and professional leadership in Agri Magic's delivery of practical, evidence-based advice for productive, biogenic efficient agricultural systems.

You will lead the development of farm systems advice focused on evaluating practical technologies and management practices that can reduce biogenic emissions while maintaining or improving productivity, profitability, resilience, and animal performance.

Your track record of experience will demonstrate your capabilities in nutrient management, emissions reduction, profitable farm systems design and professional delivery to clients.

Using your technical abilities and experience you will also be called on to assist with and review the design of farm systems that also meet nutrient management limits across a range of different sectors and farming system types. You will be able to provide critique with science-based arguments to support the broader team in obtaining various farming permissions.

You will independently lead complex or ambiguous work from scoping through to delivery. This will require advanced technical judgement, whole-farm systems thinking, strong evidence practices, on-farm credibility, and clear communication. You will help clients and industry stakeholders understand the implications of emerging science, technologies, climate policies, international programmes, market requirements, and trade agreements for agricultural businesses.

The role will also contribute to the use and potential development of digital and online agricultural platforms that turn farm data, research, modelling, and emissions information into useful tools for farmers, consultants, industry organisations, and other decision-makers.

You will play a key role in lifting team capability by mentoring consultants, strengthening internal quality assurance, supporting good project design, contributing to knowledge sharing, and modelling professional leadership across the business.

Your experience in Project Management will underpin delivery and enable you to also provide value when collaborating with allied professionals on joint projects.

Key responsibilities

1) Biogenic emission farm systems leadership

- Lead the development and delivery of practical farm systems advice that reduces biogenic emissions intensity while maintaining or improving productivity, profitability, resilience, animal performance, and operational practicality.
- Apply a farmer and farm business perspective to recommendations, ensuring that emissions-reduction options are practical, commercially realistic, and suitable for implementation within the whole farm system.
- Evaluate opportunities to improve feed conversion and utilisation efficiency, including pasture and crop management, feed quality, supplementary feeding, animal performance, replacement rates, stocking policies, and seasonal management.
- Assess emerging mitigation technologies, including methane inhibitors, low-emissions feeds, genetics, animal health and reproductive technologies, manure and effluent management, fertiliser technologies, energy efficiency, renewable energy, and precision agriculture.
- Distinguish clearly between technologies that are commercially available, conditionally available, under development, or not yet supported by sufficient evidence.
- Assess the interactions, trade-offs, risks, and potential unintended consequences of mitigation strategies across production, animal health and welfare, nutrient use, soil, water, biodiversity, labour, financial performance, and farm resilience.

- Translate scientific research, farm data, modelling outputs, policy settings, market signals, and commercial realities into clear, farm-relevant advice and actions.
- Lead client meetings, workshops, and technical discussions, including framing issues, testing assumptions, confirming decisions, and agreeing clear next steps.
- Build and maintain trusted relationships with farmers, rural professionals, researchers, technology providers, processors, industry bodies, government agencies, and other stakeholders.
- Identify opportunities to improve client outcomes, strengthen Agri Magic's advisory services, and contribute to the long-term success of clients and the agricultural sector.

2) Modelling, technical evidence, and quality assurance

- Build, review, and oversee whole-farm models, emissions inventories, feed and production analyses, nutrient budgets, and scenario assessments using appropriate tools and methods.
- Analyse biogenic emissions in the context of the entire farm system, including emissions sources, removals where relevant, emissions intensity, productivity, leakage risks, and system boundaries.
- Interpret complex farm data, modelling outputs, assumptions, limitations, and uncertainties so clients can understand their options, risks, constraints, trade-offs, and likely impacts.
- Assess the technical and economic effectiveness of biogenic emission mitigation options, including their expected reduction potential, implementation requirements, costs, operational impacts, and level of scientific confidence.
- Evaluate feed efficiency using appropriate measures and system boundaries, recognising the relationships between feed intake, feed quality, utilisation, animal performance, production, and emissions.
- Apply science, evidence, and first-principles farm systems thinking to test assumptions, diagnose performance issues, and develop tailored recommendations.
- Ensure strong data-handling practices across projects, including documented inputs, assumptions, calculation methods, version control, working papers, and evidence trails.
- Clearly distinguish between measured, modelled, estimated, assumed, and unavailable information.
- State what can and cannot be evidenced, counted, claimed, or verified under relevant tools, standards, methods, programmes, and regulatory or market frameworks.
- Monitor developments in agricultural greenhouse gas and nutrient management science and critically assess the quality, relevance, maturity, and practical applicability of new research and technologies.
- Review technical work prepared by other team members and provide constructive feedback that improves quality, accuracy, consistency, and capability.
- Contribute to internal quality assurance processes, including strengthening templates, technical standards, review practices, evidence requirements, and working methods.
- Identify technical risks, evidence gaps, inconsistencies, and material assumptions early, taking responsibility for resolving or escalating them appropriately.

3) Climate policy, international systems, and market requirements

- Maintain current knowledge of New Zealand and international agricultural greenhouse gas policies, accounting approaches, reporting systems, standards, and emissions-reduction programmes, especially regarding biogenic emissions.
- Interpret the implications of international climate commitments, agricultural policies, market access requirements, and trade agreements for New Zealand agriculture and Agri Magic's clients.
- Analyse how international trade agreements and emerging environmental requirements may influence agricultural production, product claims, supply-chain reporting, competitiveness, and market access.
- Compare New Zealand agricultural systems and emissions approaches with relevant international systems, programmes, technologies, and policy settings as required.
- Understand major international greenhouse gas accounting and assurance frameworks relevant to agriculture, food production, and supply chains.
- Assess the implications of processor, customer, lender, investor, and export-market expectations for farm-level greenhouse gas measurement, reporting, verification, and reduction.
- Help clients understand the difference between regulatory obligations, voluntary programmes, commercial expectations, certification requirements, and potential future requirements.
- Prepare and review technical reports, evidence packages, programme submissions, policy responses, and other formal documents appropriate to the required outcome.

- Represent Agri Magic professionally in discussions with government agencies, researchers, processors, industry organisations, technology providers, and international stakeholders.
- Support team and client learning by explaining climate policy, international developments, evidence requirements, and market implications in clear and practical language.
- Identify strategic risks and opportunities arising from changes in climate policy, international programmes, agricultural technologies, and trade settings.

4) Digital and online agricultural platform development

- Contribute senior agricultural and farm systems expertise to the design, development, testing, implementation, and improvement of online and IT platforms for agriculture.
- Translate farmer, consultant, industry, and programme requirements into clear functional requirements, decision rules, user journeys, calculations, outputs, and acceptance criteria.
- Work effectively with software developers, data specialists, researchers, designers, project managers, and end users to build technically robust and practical digital solutions.
- Support the development of tools that integrate farm data, feed and production information, biogenic emissions calculations, scenario modelling, benchmarking, recommendations, and reporting.
- Ensure digital calculations, assumptions, evidence sources, limitations, and outputs are technically defensible, transparent, and appropriate for their intended use.
- Contribute to user testing with farmers, consultants, and other agricultural stakeholders.
- Identify data-quality risks, integration issues, usability barriers, and unintended consequences before platforms are released or scaled.
- Support the development of clear governance for data inputs, model versions, technical changes, quality assurance, privacy, security, and user support.
- Help ensure online tools communicate uncertainty appropriately and do not overstate the precision, confidence, or applicability of results.
- Use feedback, platform data, scientific developments, and user experience to guide continuous improvement.
- Support the successful introduction of digital services by clarifying client value, implementation requirements, training needs, and ongoing support arrangements.

5) Communication, documentation, and client delivery

- Produce high-quality, delivery-ready reports and client communications that are accurate, practical, evidence-based, and appropriate for the intended audience.
- Communicate complex scientific, technical, policy, and commercial information in plain language without losing accuracy or professional judgement.
- Explain biogenic emissions, feed efficiency, mitigation technologies, system trade-offs, and uncertainty in ways that support informed decision-making.
- Prepare and review client-ready materials, including technical reports, options assessments, business cases, briefing papers, workshop materials, dashboards, proposals, presentations, and implementation plans.
- Coordinate and lead internal review processes for significant outputs, ensuring final work meets Agri Magic's standards before external release.
- Set the standard for clear documentation, file management, decision records, calculation records, and action tracking within projects.
- Support others to improve technical writing, client communication, and professional judgement through coaching, examples, and constructive feedback.
- Facilitate client, team, industry, and stakeholder discussions in ways that surface assumptions, build shared understanding, and support clear decisions.
- Communicate honestly about evidence strength, uncertainty, technology readiness, costs, risks, and areas where further information is required.
- Contribute to market-facing content and thought leadership where it supports client understanding, sector development, or Agri Magic's strategic positioning.

6) Project delivery, teamwork, and commercial ownership

- Lead the design, planning, delivery, and close-out of complex or strategically important projects.
- Take ownership of project scope, timeframe, budget, quality, communication, technical integrity, and delivery risks.

- Coordinate multidisciplinary project teams, including clarifying roles, sequencing work, managing dependencies, and ensuring effective handovers.
- Work collaboratively with farmers, researchers, software developers, agricultural businesses, industry bodies, government organisations, and other technical specialists.
- Identify when scope, budget, timing, evidence, technical uncertainty, or client expectations need to be reset and manage these conversations professionally.
- Maintain accurate project, time, workflow, technical, and client relationship records so work can be managed, billed, reviewed, and improved through Agri Magic's agreed systems.
- Support monthly billing readiness by ensuring completed billable work, scope changes, and project information are clear, current, and available.
- Contribute to a high-trust, high-quality delivery culture by sharing knowledge, seeking feedback, supporting others, and modelling constructive teamwork.
- Liaise professionally and in good faith with allied professionals and stakeholders, maintaining and strengthening Agri Magic's networks.
- Balance scientific robustness, client value, commercial realities, available resources, and practical delivery requirements.

7) Professional leadership and business contribution

- Model Agri Magic's expectations for professional leadership through accountability, clarity, integrity, sound judgement, and care for people and outcomes.
- Help connect strategic priorities with day-to-day delivery by identifying system improvements, recurring issues, capability gaps, and practical solutions.
- Mentor and support junior and intermediate consultants, helping them build technical capability, project ownership, professional confidence, and judgement.
- Contribute to business development by identifying client needs, emerging technologies, policy changes, international developments, and areas where Agri Magic can provide further value.
- Support the development, refinement, positioning, and delivery of Agri Magic's biogenic emissions, farm systems, data, and digital advisory services.
- Represent Agri Magic professionally in sector networks, technical forums, research partnerships, industry conversations, and stakeholder relationships.
- Contribute to thought leadership and innovation by sharing learnings from client work, scientific research, on-farm experience, international programmes, policy developments, and emerging technologies.
- Contribute to a culture of psychological safety by encouraging questions, surfacing risks early, learning from mistakes, and supporting honest discussion and robust debate.
- Share insights about client needs, market signals, technology developments, trade requirements, and service opportunities to support Agri Magic's strategic positioning and future growth.
- Contribute practical insights to Agri Magic's strategic planning, including farm system trends, international developments, service opportunities, digital platform needs, and team capability requirements.
- Actively support continuous improvement in Agri Magic's systems, templates, processes, tools, and ways of working.
- Apply continuous improvement and lean thinking where practical to improve workflow, reduce rework, and strengthen delivery consistency.
- Demonstrate leadership without relying solely on formal authority by taking responsibility, influencing effectively, and helping others do their best work.

8) Business systems, compliance, and professional obligations

- Follow Agri Magic's policies, processes, and procedures, including health and safety, vehicle use, information management, data privacy, cybersecurity, and other relevant business requirements.
- Use Agri Magic's systems consistently and accurately for work requests, project scoping, workflow updates, file management, time recording, technical records, and client information.
- Responsibly manage business resources, equipment, data, intellectual property, and confidential information within agreed accountabilities.
- Protect Agri Magic's interests by working in good faith, complying with relevant obligations, and maintaining professional standards in all client-facing and sector activity.
- Recognise and appropriately manage actual, potential, or perceived conflicts of interest.

- Maintain professional competence through ongoing learning, technical development, sector engagement, and critical review of emerging evidence.

Required qualifications, skills, and experience

- Master's degree in agricultural science, animal science, farm systems, agricultural engineering, environmental science, climate science, agribusiness, or another directly relevant discipline.
- Significant professional experience in farm systems, agricultural biogenic emission mitigation, nutrient management, livestock production, rural advisory, environmental consulting, agricultural research, or a closely related field.
- Practical on-farm working experience, with demonstrated understanding of day-to-day farm operations, seasonal decision-making, feed management, animal performance, labour constraints, financial pressures, and implementation realities.
- Advanced understanding of pastoral and livestock farm systems and the relationships between feed supply, feed quality, utilisation, animal performance, productivity, profitability, and biogenic emissions.
- Demonstrated experience developing advice or solutions related to improved feed efficiency and reduced biogenic methane, nitrous oxide, or carbon dioxide emissions.
- Strong knowledge of agricultural biogenic emission sources, accounting methods, emissions intensity, mitigation approaches, and whole-farm system interactions.
- Experience evaluating emerging agricultural technologies, including the ability to assess scientific evidence, technology readiness, practical applicability, commercial viability, implementation risks, and potential unintended consequences.
- Demonstrated knowledge or experience of international agricultural systems, greenhouse gas programmes, policy frameworks, standards, and reporting approaches.
- Knowledge of international trade agreements and the ways climate, sustainability, product assurance, and supply-chain requirements can affect agricultural market access and competitiveness.
- Demonstrated experience in the development, implementation, or improvement of online or IT platforms for agriculture.
- Experience translating agricultural, scientific, or user requirements into specifications that can be understood and implemented by software developers and data specialists.
- Experience contributing to digital product design, testing, validation, implementation, user adoption, or continuous improvement.
- Strong working knowledge of relevant farm systems, emissions, nutrient, financial, and spatial modelling tools.
- Familiarity with relevant agricultural software and digital platforms, such as OverseerFM, Farmax, GIS tools, Hawkeye, MyBallance, Trev, CropX, or comparable systems.
- Strong analytical capability, including the ability to work with complex farm data, model assumptions, scenarios, uncertainty, and incomplete information.
- Demonstrated ability to lead and deliver complex client or industry projects involving internal and external personnel.
- Strong technical and report-writing skills, with the ability to communicate clearly with farmers, researchers, rural professionals, industry organisations, government agencies, technology providers, and internal teams.
- High attention to detail in data, calculations, modelling inputs, assumptions, version control, evidence trails, and record-keeping.
- Strong project management capability across scope, budget, timeframe, quality, risk, dependencies, and stakeholder communication.
- Experience reviewing technical work, providing constructive feedback, and supporting the development of others.
- Experience mentoring consultants, leading internal training, or contributing to technical standards and quality assurance systems.
- Confidence using business systems to manage workflow, time, project information, client records, and delivery administration.
- Established professional relationships across farming, research, rural advisory, industry, technology, government, processing, or related sectors.
- Understanding of how approved models, assurance requirements, policy settings, and market programmes influence what farmers and agricultural businesses can measure, count, claim, report, or rely on.

Personal attributes we value

- **Professional integrity:** Chooses what is right over what is fast, convenient, or easy; works honestly and responsibly for clients, the team, Agri Magic, and trusted stakeholders.
- **Practical farm credibility:** Understands how farms operate and develops advice that can be implemented under real-world conditions.
- **Whole-systems thinker:** Sees connections across feed, animals, soils, nutrients, emissions, people, technology, policy, markets, and commercial performance.
- **Scientifically curious:** Actively engages with new evidence and technologies while remaining appropriately critical about uncertainty, limitations, and unsupported claims.
- **Sound judgement:** Can work through ambiguity, identify assumptions, weigh trade-offs, and make defensible recommendations.
- **Calm, clear communicator:** Explains complex or sensitive issues clearly and professionally, particularly when evidence is uncertain or the stakes are high.
- **Accountable leader:** Takes ownership of outcomes, follows through, and helps others understand what needs to happen next.
- **Innovative and improvement-focused:** Looks for better ways to improve farm performance, reduce emissions, use data, and deliver high-quality advice.
- **Constructive teammate:** Reliable, respectful, generous with knowledge, open to feedback, and committed to a positive, high-performing team culture.
- **Client-centred and evidence-based:** Focuses on outcomes that work for real farms while maintaining scientific credibility and professional standards.
- **Internationally aware:** Understands that agricultural businesses operate within global markets, supply chains, climate expectations, and trade settings.

What we offer

- Meaningful work supporting productive, profitable, resilient, and greenhouse-gas-efficient agricultural systems.
- The opportunity to influence how emerging science, technologies, farm data, and digital tools are translated into practical on-farm outcomes.
- A high-trust culture that values quality, continuous improvement, professional integrity, curiosity, and practical impact.
- Opportunities to shape technical standards, digital platforms, advisory services, and Agri Magic's future approach to greenhouse gas-efficient agriculture.
- Opportunities to mentor others and contribute to Agri Magic's systems, services, strategy, and ways of working.
- Ongoing professional development through challenging work, research engagement, mentoring, feedback, industry participation, and leadership opportunities.