# POSITION DESCRIPTION

The Australian sugar industry annually generates income of around $2.5 billion for the country’s 4,000 sugarcane farms and the 8 sugar milling companies, refiners and distillers.

CANEGROWERS is a professional and cohesive voice for sugarcane farmers. It has been representing their interests for more than 90 years in negotiations with governments, mills, export markets and other forums. CANEGROWERS protects grower viability, profitability and the Australian cane industry’s international reputation.

Around 72% of Australian sugarcane growers are members. Based in Queensland, the state that produces around 95% of Australia’s raw sugar output, CANEGROWERS Queensland comprises the State office in Brisbane and a network of 13 district companies.

**JOB TITLE**

# Program Manager Smartcane BMP

## PURPOSE OF THE POSITION

This position will manage the governance, implementation, reporting and communication of the industry’s best management practice program for sugarcane growers, Smartcane BMP. Grower certification in the program builds the industry’s social licence, provides insights on adoption of specific practices, forms the cornerstone for sustainable sourcing of sugarcane, and will facilitate reporting of Green House Gas emissions and other ESG metrics required by corporate or government entities.

The program is supported through project funding agreements with the Queensland Government and industry organisations. This contract position is funded until mid-2026 and has strong likelihood of continuation through renewed funding agreements.

## DUTIES AND RESPONSIBILITIES

The Program Manager - Smartcane BMP will:

* Manage the program’s governance, planning, implementation, communication and reporting.
* Implement the program’s certification standards and procedures and seek further improvements in its operations.
* Facilitate the development of the Smart Cane BMP Strategy that includes the value proposition and roles of the program and ensure their effective communication to growers.
* Support growers’ participation in the program through a network of district facilitators and associated regional delivery contracts.
* Manage the allocation of resources and the program’s activities to ensure the program meets its objectives.
* Monitor and manage the budget, milestones and reporting requirements of funding agreements that resource the program, to ensure each project meets its objectives.
* Engage with a diverse cross-section of industry, Government, and community stakeholders. This includes growers, project officers and senior executives from industry and stakeholder organisations including CANEGROWERS district offices, productivity services companies, Sugar Research Australia and sugar milling companies who support the objectives of the program.
* Consult and negotiate with the Queensland Government and other entities on project management issues and necessary administrative arrangements for the delivery of the projects within the program.
* Plan and prepare communications in collaboration with the CANEGROWERS communications team.
* Monitor and report the program’s progress and achievements.

## SKILLS AND EXPERIENCE

The successful candidate will have high level skills and experience in areas relevant to the duties and responsibilities listed above. Specific skills required include:

### **Qualifications**

* + Qualifications in agriculture, agribusiness, natural resource management or a relevant discipline.
  + Proven capacity for strategic and conceptual thinking that identifies and addresses needs and opportunities in both the near-term and the future.
  + Proven experience in program and project planning, management, and delivery.
  + Proven experience in program and project budget management.

### **Knowledge**

* Knowledge of agricultural production systems.
* Knowledge of the design and promotion of agricultural extension activities, best management practice programs and continuous improvement.
* Understanding the use of relevant tools to manage and track program and project progress.

### **Skills & abilities**

* Proven experience in team building, people management, conflict management and negotiation.
* An understanding and affinity for working with farmers.
* The ability to foster close collaboration and partnerships with key stakeholders and industry organisations.
* Excellent communication, presentation, and engagement skills

CANEGROWERS preference is for candidates with a breadth of knowledge and interest in areas relevant to the sugarcane industry or the agricultural sector. Change management experience and agronomic knowledge are desirable, as is knowledge of relevant environmental issues.

## REPORTING RELATIONSHIPS

* The position reports to CANEGROWERS Environment & Sustainability Manager.
* This position is the direct report for the Smartcane BMP Program Administrator.