



MINISTRY OF INDUSTRY, COMMERCE, AGRICULTURE AND FISHERIES

CAREER OPPORTUNITIES

The Ministry of Industry, Commerce, Agriculture and Fisheries is inviting suitably qualified persons to fill the following posts in the Research & Development Division, Bodles, Old Harbour, St. Catherine:

Chief Plant Breeding Officer (SOG/ST 7)

JOB PURPOSE

Under the direct supervision of the Senior Research Director (SOG/ST 8), the Chief Plant Breeding Officer (SOG/ST 7) is responsible for all aspects of the Ministry's Crop Research Breeding programmes. The incumbent's responsibilities include planning, organizing and execution of programmes relating to plant breeding, thus verifying and/or adaptation of results obtained from investigations conducted.

KEY OUTPUTS

- Research projects prepared
- Research project implemented
- Reports coordinated and produced
- Research plan produced
- Work plans produced
- Training and field days conducted
- Technical information and technologies developed and transferred
- Data collected
- Operational plans developed
- Staff performance evaluated
- Staff needs identified and addressed

MINIMUM REQUIRED EDUCATION AND EXPERIENCE

- Postgraduate Degree in specialized areas of Plant (Breeding), Biotechnology, Genetics or Botany

OR

- BSc in Crop Research Management, Biotechnology, Genetics, Plant Science with professional achievements from a recognized university
- Five (5) to ten (10) years' experience in Crop Research Management

Salary: \$1,734,656-\$2,061,961 per annum

Plant Breeding Officer (SOG/ST 5)

Under the direct supervision of the Chief Plant Breeding Officer (SOG/ST 7), the Plant Breeding Officer (SOG/ST 5) is responsible for performing plant breeding research duties leading to improved and new crop varieties. The incumbent is also a team member in carrying out major phases of complex projects.

KEY OUTPUTS

- Research projects prepared and implemented
- Crop varieties improved and/or developed
- Germ plasm maintained
- Pollens procured and stored
- Equipment and machinery maintained
- Data collected
- Stock inventory checked
- Reports produced
- Plots established
- Pesticides and fertilizers applied
- Seeds sown and crops harvested
- Staff needs identified and addressed
- Competent and productive staff

MINIMUM REQUIRED EDUCATION AND EXPERIENCE

- Bachelor's of Science Degree in Plant Breeding or other related discipline with two (2) years' experience

OR

- Graduate of College of Agriculture, Science and Education or Jamaica School of Agriculture
- Two (2) years' experience in a related field

Salary: \$1,087,453-\$1,292,640 per annum

Details of the posts can be obtained from the website of the Ministry of Industry, Commerce, Agriculture and Fisheries (moa.gov.jm) or from the Human Resource Management Unit in the Ministry.

Applications accompanied by résumés should be submitted no later than **January 20, 2018** to:

**Senior Director
Human Resource Management & Development
Ministry of Industry, Commerce, Agriculture and Fisheries
Hope Gardens, Kingston 6**

Please note that we thank all for responding, but only shortlisted applicants will be contacted.

**MINISTRY OF INDUSTRY, COMMERCE, AGRICULTURE &
FISHERIES
JOB DESCRIPTION AND SPECIFICATION**

Job Title:	Plant Breeding Officer
Job Grade:	SOG/ST 5
Post No:	8436
Division/Unit /Section:	Research & Development/Crop & Plant Protection Research/ Plant Breeding
Reports to:	Chief Plant Breeding Officer (SOG/ST 7)
Manages:	Farm Staff

THIS DOCUMENT IS VALIDATED AS AN ACCURATE AND TRUE DESCRIPTION OF THE JOB SIGNIFIED BELOW.

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- Staff needs identified and addressed
- Competent and productive staff

KEY RESPONSIBILITY AREAS

Management/Administrative Responsibilities

- Monitors and ensures green houses are operating in compliance with proper operating procedures
- Manages and ensures adequate maintenance of stocks
- Participates in seminars, meetings and conferences locally, regionally and internationally

Technical/Professional Responsibilities

- Assists in the development of new cultivars of economic crops to overcome specific constraints
- Develops and maintains horticultural and agronomic characteristics of plants
- Maintains germplasm for breeding
- Procures and stores pollens
- Monitors the management and repairs of machine and equipment
- Sows seeds and harvest and establishes crops
- Supervises the execution of experiments
- Collects and tabulates data for analysis
- Supervises the preparation of plots
- Prepares sock inventories
- Research findings presented

Human Resources Responsibilities

- Monitors and evaluates the performance of direct reports, prepares performance appraisals and recommend and/or initiates corrective action where necessary to improve performance and/or attaining established personal and/or organizational goals.
- Participates in the recruitment of staff for the Unit and recommends promotion, and leave in accordance with established human resource policies and procedures.
- Ensures the welfare and developmental needs of staff in the Division/Unit are clearly identified and addressed.
- Establishes and maintains a system that fosters a culture of teamwork, employee empowerment and commitment to the Division's and organization's goals.

Other responsibilities

Performs any other related functions assigned from time to time

PERFORMANCE STANDARD

- Cultivars improved and/or developed within agreed timeframe and to required standards
- Greenhouse and field activities conducted according to best practices and within agreed time frames.
- Crops data collected in a timely manner
- Confidentiality and integrity exercised
- Crops reaped and delivered within agreed time frame and to required standards
- Machinery maintained in a timely manner according to required standard
- Stocks are managed according to set guidelines
- Staff needs are clearly identified and addressed in a timely manner
- Staff performance meets or exceeds set targets

REQUIRED COMPETENCIES

Core

- Strong leadership and management skills
- Good interpersonal and people management skills
- Excellent oral and written communication skills
- Strong customer relations skills
- Good problem solving and conflict management skills

Technical

- Knowledge of research procedures
- Sound knowledge of Plant Breeding principles and practices
- Excellent knowledge of good agricultural practices
- Sound knowledge of crop production
- Knowledge of the operations of Government / Knowledge of the Ministry's policies and procedures
- Proficiency in the use of relevant computer applications and software

MINIMUM REQUIRED QUALIFICATION AND EXPERIENCE

- Bachelors of Science degree in Plant Breeding or other related discipline with two (2) years' experience

OR

- Graduate of College of Agriculture, Science and Education or Jamaica School of Agriculture
- Two (2) years' experience in related field

SPECIAL CONDITIONS ASSOCIATED WITH THE JOB

- May be required to work on weekends, public holidays and beyond the eight hour duty
- Exposure to sun, rain and frost
- Exposure to hazardous chemicals
- Rough terrain
- Frequent land slides
- Ability to lift 22kg

AUTHORITY

- Signs off on task done daily