

Agrologists

Occupational Family/Code – Program Consultation: CAG

Profile created: 1999 04

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Occupation Summary	Selection of Competencies	Knowledge	Skills	Personal Attributes
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A Professional Agrologist denotes a person who is a member in good standing of the Saskatchewan Institute of Agrologists. The profession of Agrology includes those who are qualified to teach or practice the science of agriculture or conduct scientific experiments and research in agriculture.

Extension Agrologist, Regional Soils and Crops Agrologist, Regional Farm Management Agrologist, Regional Livestock Agrologist, Regional Rangeland Agrologist - provides information on technical production for all agriculture sectors; provides a link between the Ministry and farm application; and, assists industry and the Ministry in responding to pressures on agricultural production.

Land Agrologist - co-ordinates resource use policies/programs on lease improvement, leasing, petroleum, sand and gravel, and grazing co-ops. Promotes sustainable land use and facilitates Treaty Land Entitlements.

Research Economist, Policy and Program Development Branch - anticipates economic opportunities, policy issues and responds by analyzing and developing appropriate strategies. Responsible for sectoral analysis of the grains and oilseeds industry.

Agricultural Economist, Statistics Branch - compiles, interprets and distributes statistical data describing trends in the industry to facilitate decision making for SAF and their stakeholders.

Program Coordinator, Agriculture Research Branch - manages and coordinates SAF Research Investments.

Provincial Specialist - provides specialist services in a variety of areas of expertise to Government.

Pasture Agrologist - promotes the environmental and agricultural sustainability of marginal Crown Lands through good rangeland planning and forage management in the 56 Saskatchewan Pastures located throughout the province.

Pork Agrologist - promotes the sustainable development of the pork industry in Saskatchewan.



Knowledge

Knowledge is the baseline of information acquired through work and life experiences, learning situations and formal education which enables an individual to perform from an informed perspective.

Acts/Regulations/ Legislation

- Knowledge of relevant acts, regulations, policies and legislation. **(Learn)**
 - Knowledge of the legislative process. **(Learn)**
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Theories/Principles

- Knowledge of terminologies, theories, principles and methodologies which are relevant to the position. **(Bring)**
 - Knowledge of human resource management practices, including strategies to recruit, support and sustain a diverse workforce. **(Bring - Supervisors only/Learn)**
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Technical

- Knowledge of agricultural production and economics. **(Bring)**
- Knowledge of relevant environmental issues. **(Bring/Learn)**
- Knowledge of marketing strategies. **(Bring)**
- Knowledge of agricultural expertise relevant to the position (pest management, crop management, soil management, livestock management, land use management, agri-food policy and program, agriculture research, agriculture economics and farm business management). **(Bring)**
- Knowledge of domestic and international issues, markets and/or laws relevant to the position. **(Bring/Learn)**
- Knowledge of Saskatchewan agri-food industry. **(Bring/Learn)**



Skills

Skills are those demonstrated abilities, or proficiencies which one has learned from their past. These are acquired/developed from past work and life experience, including volunteer work, independent study, life events, community and leisure activities, and formal training.

Skills are demonstrable, measurable and are transferable from one situation to another.

Communication

- Ability to communicate information by speaking and writing in a clear, concise and accurate manner appropriate to the audience. **(Bring/Learn)**

Personal attributes which may link with this skill statement include: thorough...

- Ability to paraphrase and ask precise questions in order to clarify and understand information being received. **(Bring/Learn)**

Personal attributes which may link with this skill statement include: tolerant, thorough, curious...

- Ability to identify, interpret and transfer accurate, relevant, impartial information related to (pest management, crop management, soil management, livestock management, land use management, agri-food policy and program, agriculture research, agriculture economics and farm business management), to agriculture producers, industry and colleagues. **(Bring)**

Personal attributes which may link with this skill statement include: thorough, assertive, curious...

Leadership

- Ability to provide leadership to individuals and groups to meet the ministry's objectives and/or the client's needs. **(Bring)**

Personal attributes which may link with this skill statement include: flexible, tolerant, assertive, open, confident...



- Ability to supervise employees by recruiting, coaching, motivating, disciplining, prioritizing and monitoring workloads, and providing direction in order to carry out the department's objectives. **(Bring/Learn)**

Personal attributes which may link with this skill statement include: flexible, tolerant, assertive, open...

- Ability to guide and coach a diverse group of employees, that results in a team that can meet its goals and objectives, while maintaining a healthy, productive, respectful and safe work environment that is free of discrimination. **(Bring - Supervisors only/Learn)**

Personal attributes which may link with this skill statement include: respectful, supportive, empathetic...

Problem Solving

- Ability to listen, analyze and offer recommendations to enable farm managers to solve production and economic related problems. **(Bring)**

Personal attributes which may link with this skill statement include: tolerant, assertive...

Interpersonal

- Ability to interact with internal and external clients to establish and maintain workable relationships built on trust and respect. **(Bring/Learn)**

Personal attributes which may link with this skill statement include: flexible, tolerant, open, empathetic, confident...

- Ability to influence and persuade others in diverse situations in order to reach a mutually acceptable or workable solution. **(Bring/Learn)**

Personal attributes which may link with this skill statement include: flexible, thorough, empathetic, confident...



- Ability to create an environment that recognizes, supports, respects and welcomes diversity of employees and clients. **(Bring - Supervisors only/Learn)**

Personal attributes which may link with this skill statement include: welcoming, objective, understanding...

Team/Independence

- Ability to work independently and as a team member with colleagues, agencies and others to meet program and client needs. **(Bring)**

Personal attributes which may link with this skill statement include: flexible, tolerant, thorough, open...

Organizational

- Ability to prioritize and accurately complete tasks within established timelines. **(Bring)**

Personal attributes which may link with this skill statement include: flexible, thorough...

- Ability to plan, organize, develop and facilitate (meetings, seminars, conferences, demonstrations), for a variety of community and client groups to transfer information and promote a greater understanding of issues or initiatives. **(Bring/Learn)**

Personal attributes which may link with this skill statement include: thorough, assertive, confident...

Analytical

- Ability to identify and analyze agricultural issues and/or interests to develop viable options, acceptable explanations and/or workable solutions. **(Bring/Learn)**

Personal attributes which may link with this skill statement include: flexible, thorough, confident...



Technical

- Ability to identify agricultural research and development needs and encourage relevant research. **(Bring/Learn)**
- *Personal attributes which may link with this skill statement include: open-minded, curious, confident, thorough...*
- Ability to access, retrieve, input and process information using various electronic systems in an accurate and timely manner. **(Bring)**
- Ability to design or adapt computer systems or applications to improve client service. **(Bring)**

Personal attributes which may link with this skill statement include: thorough, curious...

- Ability to compile and analyze financial information for the development, implementation and management of budgets based on a collation of all current agricultural, environmental and social influences. **(Bring/Learn)**

Personal attributes which may link with this skill statement include: confident, thorough...



Personal Attributes

(Bring)

Personal Attributes identify qualities of character, which a person must have to be an effective and successful performer in the job. They are underlying characteristics which are deep and enduring parts of an individual expressed most of the time. They are one's personal style or personal effectiveness, such as feelings, attitudes, habits and traits. Each of these is demonstrated by behavioural examples which allow one to objectively determine whether an individual possesses the required personal attributes.

Attributes, together with the knowledge and skill competencies, help you to predict what a person will do in a given situation.

Personal attributes for the Program Support group include:

To Be...

- accommodate individual differences
- empathetic
- non-judgemental
- confident
- flexible
- tolerant
- respectful
- innovative
- thorough
- enthusiastic
- honest/ responsible
- open-minded
- welcoming
- objective
- open/ friendly/ approachable
- self-motivated
- assertive
- conceptual
- curious
- equitable
- understanding

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