

<b>Position Title</b>	Teacher – Agriculture
<b>Portfolio</b>	Education
<b>Division</b>	Industry, Land and Engineering
<b>Department/Cost Centre</b>	Agriculture - 01851
<b>Classification</b>	Teaching Staff L1 – L3 (dependent on qualifications and experience)
<b>Position Number/s</b>	102838, 102839, 102840
<b>Reporting to</b>	Teaching Education Manager – Industry, Land and Engineering
<b>Supervises</b>	Nil

### Who is South West TAFE?

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South West TAFE is an education hub with a difference. We bring innovative education and industry insider.

South West TAFE is where practical skills meet real opportunity. With over 150 industry-aligned courses, we help people build the confidence and capability they need to step into their future — whether that's a new job, a career change or further study.

SWTAFE campuses are situated on the lands of the Gunditjmarra, Kirrae Whurrong, Gulidjan peoples of the Eastern Marr nation, and the Tjap Wurrong and Bunganditj peoples. They are located throughout southwest Victoria in Warrnambool, Hamilton, Portland, Colac, Sherwood Park and a further delivery site at Glenormiston. They offer modern facilities, expert trainers and strong connections to local industry—so learning stays relevant, hands-on and flexible.

We're not just keeping up — we're staying ahead. And we're proud to be part of a region that's growing, evolving and inspiring change.

### Portfolio Overview

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The Education portfolio includes Industry, Land and Engineering.

The division is committed to our vision of providing a lifetime of opportunity for all. We work in collaboration with industry, community partners and government stakeholders to establish exciting, innovative and collaborative projects that aim to meet the current and emerging employment needs of the region.

Our role is to provide education and training that enables students and our region to thrive through providing clear pathways that align to our students' ambitions, allowing them to achieve their reason for studying, and providing safe, accessible and supported learning.

We have bold aspirations to grow our student cohort as well as our partnerships with industry and community in line with our strategic plan, aiming to achieve best practice outcomes.

### Position Overview (Your opportunity)

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TAFE teachers are accountable for the delivery of quality education, training and fee for service programs in accordance with the vocational education and training standards detailed in the 2025 Standards for RTO's. This position encompasses all facets of the learning process from course enquiry and advice to assessing and determining the training requirements of SWTAFE clients, the work requires the management of the learning process for students using a variety of TAFE teaching strategies such as recognition of prior learning, on-line learning support, workplace learning, delivery and assessment as well as traditional classroom delivery.

The role requires an innovator who can effectively respond to the training demands of SWTAFE clients, who is able to work in a variety of environments and with different teaching and learning modes. The Teacher is also responsible for developing resources and assessment tools to support this delivery and for developing and maintaining relationships with industry and key government bodies.

TAFE teachers are expected to work effectively as members of a team and to be involved in a range of course and

program coordination activities which support the effective operation of the teaching centre and the achievement of learning outcomes for students. To effectively support the department, this position may be required to coordinate and teach in other programs delivered by the department, including fee for service and industry-based training. Any additional teaching requirements will depend on qualifications and expertise.

### Key Accountabilities

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All South West TAFE staff are required to act and work in the best interest of the organisation, as such every staff member has accountabilities to uphold for both their position and the wider organisation, These accountabilities include but are not limited to:

#### **Your Position**

- Design and deliver non-accredited and accredited education as required for current and future on agriculture programs.
- Reviewing existing programs to include focus on new agricultural technologies, alternative agriculture, experimental trials etc. so as to engage and prepare students for successful future careers in the agricultural sector
- Establish and maintain contacts and networks with key partners and stakeholders
- Teach in subjects and programs in a variety of learning modes and across a range of locations
- Proactively engage with the end to end student journey ensuring service excellence and continuous improvement across SWTAFE including training design, delivery and meeting governance expectations of all programs
- Provide potential and current students with individual educational support by assessing students against the required standards, accurately recording achievement; and providing feedback to students on their demonstrated performance in relation to industry's standards
- Develop high quality teaching resources and assessment materials to meet the requirements of both accredited curriculum and training packages
- Maintain accurate records of student progress and assessment in accordance with established policies and procedures
- Liaise with local farmers, organising field trips and visits, participating in local events and community organisations
- Contribute to the planning, marketing, delivery, coordination and monitoring of relevant SWTAFE and industry-based programs
- Provide support and advice to students of diverse cultures, backgrounds and abilities and implement appropriate support strategies and/or learning programs as required
- Keep up to date with relevant information and industry best practice

#### **Your Organisation**

- Recognise areas in which guidance and support is required from the Manager and seek appropriate assistance
- Comply with internal policies and procedures including the Code of Conduct
- Demonstrate the organisational values on a daily basis and proactively seek to maintain a healthy and safe work environment
- Actively participate in the organisations Achievement Development Program (ADP)

This position description describes in general terms the normal duties which the position is expected to undertake. However, the duties described may vary or be amended from time to time without changing the level of responsibility.

### Key Selection Criteria (Key to Success)

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Successful candidate will demonstrate the best combination of the following characteristics;

- Current industry knowledge and experience in the relevant agriculture industry
- Establish and maintain contacts and networks with key industry and educational partners and stakeholders
- Experience in delivering flexible and adaptive approaches to training and assessment utilising contemporary

- technologies and a variety of learning modes
- Capability to research and develop appropriate teaching curriculum, materials, resources and methods of assessment relevant to the industry sector
- Identify, tailor and implement innovative teaching and learning strategies to support the diverse needs of students and customers
- Undertake regular professional development to maintain and continuously improve individual professional competence as a TAFE teacher and ensure regulatory compliance
- Knowledge and ability to work effectively in the Vocational Education & Training (VET) sector

### Qualifications and Requirements

#### *Mandatory requirements*

- An approved Certificate III in Agriculture (or higher), or approved equivalent qualifications, approved industry experience and the ability to demonstrate currency in vocational workplace competencies
- Minimum vocational teaching qualification Certificate IV in Training and Assessment TAE40116 (or equivalent)
- Employee Victorian Working with Children and satisfactory Police Check
- Current driver's license

#### *Highly desirable requirements*

- An approved course of teacher training accredited at Australian Qualifications Framework (AQF) Level 5 or Level 6 or above with:
  - Studies in adult learning methodology
  - Studies in teaching in a Vocational Education environment
  - Studies in Applied Research (linked to the Boyer framework of scholarship)
  - 200 hours of supervised practicum
  - and with significant teaching experience and a minimum 2 years relevant vocational experience
- Post graduate qualifications in Adult Education
- Substantial experience using Microsoft Office products and relevant industry software and programs

### Additional Information

- South West TAFE supports Equal Employment Opportunity and are committed to make diversity, equality and inclusion part of everything we do – from how we develop and deliver our courses, to how we build our diverse workforce. We actively encourage applicants from all backgrounds to apply
- South West TAFE is a child safe organisation focusing on the wellbeing and inclusion of children and young people
- Position, requirements, classification skill level required and conditions in accordance with Victorian TAFE Teaching Staff Agreement 2024
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive
- SWTAFE may alter this Position Description if and when the need arises to best suit the operation requirements of the position
- Any member of SWTAFE may be required to work at any site dependent upon business needs

	Authority level	Name	Date
Prepared by	Recruiting/Hiring Manager		
Approved by	Department Executive Manager		
P&C review	People and Culture		
Agreed by	Employee		