



**OFFICE OF THE SERVICES COMMISSIONS**  
(CENTRAL GOVERNMENT)  
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**CIRCULAR No. 46**  
**OSC Ref. C.4858<sup>30</sup>**

7<sup>th</sup> February, 2019

Permanent Secretaries, Heads of Department and Chief Executive Officers are asked to invite applications from suitably qualified officers in their Ministries/Departments/Agencies to be assigned to the post of **Soil Scientist (SOG/ST 5) – (Not Vacant)** in the **Agricultural Land Management Division - Kingston, Ministry of Industry, Commerce, Agriculture and Fisheries (MICAFA)**, salary range \$1,164,662 - \$1,384,417 per annum and any allowance(s) attached to the post.

### **Job Purpose**

Under the direction of the Regional Rural Planner (SOG/ST 8), the Soil Scientist (SOG/ST 5), inspects properties and provides technical advice to farmers and Agricultural stakeholders and developers and other clients on fertility management, land use change and soils and land use development. Responsibility is also exercised for organizing and implementing soil surveys and land classification programmes at the local, regional and national levels.

The incumbent is required to establish and maintain strong linkages with tertiary institutions and professionals in the Agricultural Sector to collaborate and provide technical, authoritative advice and to develop reports and papers and make presentations. There is the requirement to act as a resource person and to develop data and conduct training programmes for the MICAFA and RADA technical staff, farmers, agricultural and other students.

### **Key Responsibilities**

#### ***Management/Administrative:***

- Performs Quality Control checks and samples data to ensure accuracy of data;
- Participates in the Strategic Planning process of the Division;
- Provides guidance and information to staff and clients;
- Represents the Division at meetings, workshops and exhibitions.

#### ***Technical/Professional:***

- Plans, organizes and conducts surveys and investigations and determines methodology to be used;
- Initiates, schedules and conducts investigations;
- Analyzes results to determine measures needed to maintain or restore proper soil management;
- Collects soil samples for soil fertility analyzes or special purpose studies;
- Formulates Work Plans for soil and land use projects;
- Plans and implements soil surveys and land capability classification;
- Analyzes soil pits and auger boring in order to classify soils in Jamaica;
- Determines the degree of soil fertility for fertilizer recommendations;
- Acts as a resource person, develops data and conducts training programmes for the Ministry's staff, farmers and other Agricultural stakeholders;
- Participates on work teams to plan, develop and implement Land Management programmes and policies;
- Develops, conducts and/or participates in studies on various land uses, gathering information for use in developing corrective action plans;
- Responds to complaints and questions on soil matters and provides information and clarification;
- Inspects sites for assessment of application for subdivision of properties and issuance of licence to operate Marl Quarry or reclamation of mined out Bauxite lands;
- Prepares and participates in training activities for soil fertility and fertilizer recommendations.

### **Required Knowledge, Skills and Competencies**

#### **Core:**

- Good Interpersonal skills
- Good Oral and Written Communication skills
- Strong Customer and Quality Focus skills
- Good Problem Solving and Conflict Management skills
- Good Planning and Organizing skills
- Ability to work in a team

#### **Functional/Technical:**

- Sound knowledge of map reading and navigational skills
- Sound knowledge of local and international soil classification systems
- Sound knowledge of development planning
- Sound knowledge of Soil Science and its application in Agriculture
- Proficiency in the use of relevant computer applications
- Methodical

### **Minimum Required Qualification and Experience**

- Bachelor of Science Degree in Agriculture, Natural Science, Environmental Management or related discipline and three (3) years related experience or any combination of education, training and experience that approximates to the foregoing stated requirements.

### **Special Condition Associated with the Job**

- Extensive travelling to rural areas to conduct investigations, collect samples and assess sites.

Applications accompanied by résumés should be submitted **no later than Wednesday, 20<sup>th</sup> February, 2019 to:**

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

Email: [hrm@micaf.gov.jm](mailto:hrm@micaf.gov.jm)

Please note that only short listed applicants will be contacted.

**Please ensure that a copy of this circular is placed at a strategic position on the Notice Board of the Ministry/Department/Agency and brought to the attention of all eligible officers.**



**Merle I. Tam (Mrs.)  
for Chief Personnel Officer**