Skills for Agriculture Summary Chart

Crops

	1	2	3	4	5	6	7
Climate Smart Agriculture	1	2	3	4	5	6	7
Agriculture chemical management	1	2	3	4	5	6	7
Crop pests and diseases management	1	2	3	4	5	6	7
Cropping systems		2	3	4	5	6	7
Fertiliser management	1	2	3	4	5	6	7
Irrigation and water management	1	2	3	4	5	6	7
Managing machinery	1	2	3	4	5	6	7
Nutrient deficiency management		2	3	4	5	6	
Phytosanitation	1	2	3	4	5	6	7
Post-harvest management	1	2	3	4	5	6	7
Seed management	1	2	3	4	5	6	7
Soil management	1	2	3	4	5	6	7
Weed control	1	2	3	4	5	6	7

Extension and advisory services

	1	2	3	4	5	6	7
Youth and Gender Inclusion		2	3	4	5	6	7
Adult learning and behaviour change			3	4	5		
Community mobilisation	1	2	3	4	5	6	7
Farmers' organisation development		2	3	4	5	6	7
Field trials		2	3	4	5		
Value chain management				4	5	6	7

Behaviours

	1	2	3	4	5	6	7
Collaboration	1	2	3	4	5	6	7
Communication	1	2	3	4	5	6	7
Creativity	1	2	3	4	5	6	7
Leadership			3	4	5	6	7
Planning	1	2	3	4	5	6	7
Problem solving	1	2	3	4	5		

Relationships and business

	1	2	3	4	5	6	7
Agricultural entrepreneurship		2	3	4	5	6	
Customer service	1	2	3	4	5	6	
Finance management		2	3	4	5	6	7
Information Technology for agriculture	1	2	3	4	5	6	7
Marketing	1	2	3	4	5	6	
Reporting		2	3	4	5	6	
Selling			3	4	5	6	
Stakeholder relationship management				4	5	6	7
Stock management	1	2	3	4	5		
Supplier management		2	3	4	5	6	7

Produced with generous support of the SFIA Foundation

Skills for Agriculture Framework

Levels of responsibility

	Autonomy	Influence	Complexity	Knowledge
Level 1	Works under close direction. Uses little discretion in attending to enquiries. Is expected to seek guidance in unexpected situations.	Works under close direction. Uses little discretion in attending to enquiries. Is expected to seek guidance in unexpected situations.	Works under close direction. Uses little discretion in attending to enquiries. Is expected to seek guidance in unexpected situations.	Has a basic generic knowledge appropriate to the area of work. Applies newly acquired knowledge to develop new skills.
Level 2	Works under routine direction. Uses limited discretion in resolving issues or enquiries. Determines when to seek guidance in unexpected situations. Plans own work within short time horizons.	Interacts with and may influence immediate colleagues. May have some external contact with customers, suppliers and partners. Aware of the need to collaborate with the team and represent users/customer needs.	Performs a range of work activities in varied environments. May contribute to routine issue resolution. May apply creative thinking or suggest new ways to approach a task.	Has gained a basic domain knowledge. Demonstrates application of essential generic knowledge typically found in industry bodies of knowledge. Absorbs new information when it is presented systematically and applies it effectively.
Level 3	Works under general direction. Receives specific direction, accepts guidance and has work reviewed at agreed milestones. Uses discretion in identifying and responding to complex issues related to own assignments. Determines when issues should be escalated to a higher level. Plans and monitors own work (and that of others where applicable) competently within limited deadlines.	Interacts with and influences colleagues. May oversee others or make decisions which impact routine work assigned to individuals or stages of projects. Has working level contact with customers, suppliers and partners. Understands and collaborates on the analysis of user/customer needs and represents this in their work. Contributes fully to the work of teams by appreciating how one's own role relates to other roles.	Performs a range of work, sometimes complex and non-routine, in a variety of environments. Applies a methodical approach to routine and moderately complex issue definition and resolution. Applies and contributes to creative thinking or finds new ways to complete tasks.	Has sound generic, domain and specialist knowledge necessary to perform effectively in the organisation typically gained from recognised bodies of knowledge and organisational information. Has an appreciation of the wider business context. Demonstrates effective application and the ability to impart knowledge found in industry bodies of knowledge. Absorbs new information and applies it effectively.
Level 4	Works under general direction within a clear framework of accountability. Exercises substantial personal responsibility and autonomy. Uses substantial discretion in identifying and responding to complex issues and assignments as they relate to the deliverable/scope of work. Escalates when issues fall outside their framework of accountability. Plans, schedules and monitors work to meet given objectives and processes to time and quality targets.	Influences customers, suppliers and partners at account level. Makes decisions which influence the success of projects and team objectives. May have some responsibility for the work of others and for the allocation of resources. Engages with and contributes to the work of cross-functional teams to ensure that customers and user needs are being met throughout the deliverable/scope of work. Facilitates collaboration between stakeholders who share common objectives. Participates in external activities related to their own specialism.	Work includes a broad range of complex technical or professional activities, in a variety of contexts. Investigates, defines and resolves complex issues. Applies, facilitates and develops creative thinking concepts or finds innovative ways to approach a deliverable.	Has a thorough understanding of recognised generic industry bodies of knowledge and specialist bodies of knowledge as necessary. Has gained a thorough knowledge of the domain of the organisation. Is able to apply the knowledge effectively in unfamiliar situations and actively maintains own knowledge and shares with others. Rapidly absorbs and critically assesses new information and applies it effectively.
Level 5	Works under broad direction. Work is often self-initiated. Is fully responsible for meeting allocated technical and/or group objectives. Analyses, designs, plans, executes and evaluates work to time, cost and quality targets. Establishes milestones and has a significant role in the assignment of tasks and/or responsibilities.	Influences organisation, customers, suppliers, partners and peers on the contribution of their own specialism. Makes decisions which impact the success of assigned work, i.e. results, deadlines and budget. Has significant influence over the allocation and management of resources appropriate to given assignments. Leads on user/customer and group collaboration throughout all stages of work. Ensures users' needs are met consistently through each work stage. Builds appropriate and effective business relationships across the organisation and with customers, suppliers and partners. Creates and supports collaborative ways of working across groups/areas of responsibility. Facilitates collaboration between stakeholders who have diverse objectives.	Implements and executes policies aligned to strategic plans. Performs an extensive range and variety of complex technical and/or professional work activities. Undertakes work which requires the application of fundamental principles in a wide and often unpredictable range of contexts. Engages and coordinates with subject matter experts to resolve complex issues as they relate to customer/organisational requirements. Understands the relationships between own specialism and customer/organisational requirements.	Is fully familiar with recognised industry bodies of knowledge both generic and specific, and knowledge of the business, suppliers, partners, competitors and clients. Develops a wider breadth of knowledge across the industry or business. Applies knowledge to help to define the standards which others will apply.
Level 6	Has defined authority and accountability for actions and decisions within a significant area of work, including technical, financial and quality aspects. Establishes organisational objectives and assigns responsibilities.	Influences policy and strategy formation. Initiates influential relationships with internal and external customers, suppliers and partners at senior management level, including industry leaders. Leads on collaboration with a diverse range of stakeholders across competing objectives within the organisation. Makes decisions which impact the achievement of organisational objectives and financial performance.	Contributes to the development and implementation of policy and strategy. Performs highly complex work activities covering technical, financial and quality aspects. Has deep expertise in own specialism(s) and an understanding of its impact on the broader business and wider customer/organisation.	Has developed business knowledge of the activities and practices of own organisation and those of suppliers, partners, competitors and clients. Promotes the application of generic and specific bodies of knowledge in their own organisation. Develops executive leadership skills and broadens and deepens their industry or business knowledge.
Level 7	At the highest organisational level, has authority over all aspects of a significant area of work, including policy formation and application. Is fully accountable for actions taken and decisions made, both by self and others to whom responsibilities have been assigned.	Inspires the organisation, and influences developments within the industry at the highest levels. Makes decisions critical to organisational success. Develops long-term strategic relationships with customers, partners, industry leaders and government. Collaborates with leadership stakeholders ensuring alignment to corporate vision and strategy.	Applies the highest level of leadership to the formulation and implementation of strategy. Performs extensive strategic leadership in delivering business value through vision, governance and executive management. Has a deep understanding of the industry and the implications of emerging technologies for the wider business environment.	Has established a broad and deep business knowledge including the activities and practices of own organisation and a broad knowledge of those of suppliers, partners, competitors and clients. Fosters a culture to encourage the strategic application of generic and specific bodies of knowledge within their own area of influence.