

Pork CRC Industry Placement Program (IPP)

Aim

- To retain personnel we have already trained at the honours & postgraduate level, by sponsoring their placement in a commercial pork production organisation within the Australian pork industry in a structured and enhanced development program.
- To attract and stimulate those university students showing an interest in joining the pork industry into the production side of the business as a career, while continuing their development and understanding of how research and technology will enhance industry competitiveness and success
- To expose those graduates wanting a long term research or technical support role in the industry, to the commercial aspects of pork production and hence enhance their future contributions and value to pork businesses in their future roles.

Requirements

1. IPP awards will be offered to production based organisations to expose graduates and postgraduates to the practice and business of pork production.
2. The IPP award will be of three years duration, with an employment agreement drawn up with the host organisation, which will be employing the placement holders for the duration of the award.
3. The Pork CRC will provide \$35,000 support annually for the first two years of the three year IPP, to compensate for the focus and development of the placement holder being across the whole industry, as well as for the allowance of considerable periods of time away from the place of business.
4. IPP placement holders will be expected to:
 - a. Gain a complete understanding of the drivers of profit in the business
 - b. During the three year period, gain a full understanding of the different aspects of production and how each contributes to meeting production and financial budgets - to include:
 - i. Mating management
 - ii. Farrowing
 - iii. Weaning and grower finisher aspects of production
 - iv. Sales strategies.
 - c. Further develop their capability in the pig science discipline(s) that support the pork industry
5. To further develop their science capability, placement holders will be expected to contribute to the Pork CRC RD&E program by actively being involved in one or more Pork CRC projects that are being conducted at the host organisation and/or other participating organisations
6. A work plan for the individual should be developed and a small group consisting of the representatives of the host organisation, Pork CRC (respective Program or Subprogram Leader) and a selected R&D provider will oversee the work plan and assess mentor the progress of the award holder.
7. Placement holders will be required to complete at least five of the following:
 - a. Attend the Pork CRC *Science Into Practice* course at Roseworthy, SA.

- b. Attend all relevant Pork CRC/APL student training and mentoring meetings (Estimated to be 4-6 days annually)
- c. Attend at least one APSA meeting during course of the placement.
- d. Attend Pork CRC annual conferences and one Pan Pacific Pork Expo during the course of the placement.
- e. Be involved in Pork CRC research projects conducted within the host organisation and/or where relevant within other Pork CRC participant organisations.*
- f. Placement holders with a postgraduate qualification will be required to become a member of a Pork CRC Expert Scientific Group and contribute to the development of R&D priorities for the Pork CRC and the industry in general. It is anticipated that attendance at these meetings will require at least 2-3 days away from the host organisation annually.*
- g. Spend 1 - 2 weeks in Year 2 and 3 of their placement working with/within a relevant other Pork CRC participant involved in associated but different aspects of supply chain (choose from Elanco, Feedworks, Pfizer, Rivalea and/or others as appropriate and approved by the Pork CRC).
- h. In the third year of the placement program, it may be possible to spend time with an international organisation involved in some aspect of pork production (2-3 months)

*Mandatory activities

8. Applications for an IPP award can be made at any time and will be considered by the Pork CRC Education Committee.
 - Applications must be lodged by the production organisation and include the name and qualifications of the proposed candidate, if one has been identified.
 - Otherwise, IPP opportunities will be provided to students through the Pork CRC Education Program process.
 - Applications should include the draft work plan for the candidate.