



## Group facilitators

Key selection criteria for selection as a group facilitator are:

- Ability to work with producer-driven groups.
- Skills in working with people in small groups.
- Commitment to NB2 facilitation training and NB2 facilitator network.
- Wide network of contacts in the north Australian beef industry.
- A track record of achievement and leadership.

Key skills required:

- Group facilitation, communication and presentation.
- or Ability to motivate and inspire people
- Ability to work within the NB2 peer to peer learning principles
- Conflict resolution and relationship management.
- Ability to use computer systems (including Microsoft Excel, Word and PowerPoint).

For the primary pilot producer groups (2 in Qld, 1 in the NT and 1 in NW WA) the group facilitators will be State agency appointed, while for the corporate and indigenous pastoral pilot groups the group facilitators will be private consultants. The facilitator roles will be funded by a separate contract, not the groups contract. The facilitator role is estimated to be up to 0.25 FTE per year.

Group facilitators are responsible for:

- With the producer coordinator, enabling participating producers to collect standardised, 'clean' data throughout the year and fill in livestock schedules, feed budgets and financial budget at the end of each calendar or financial year,
- With the producer coordinator, aiding producers to understand how to read/interpret reports generated from the analysed data,
- Facilitating group discussions on the baseline data collection and reports to highlight the value of the information collected and identify key areas to focus on,
- Assisting but not directing producers with the evaluation of potential interventions or management practice changes for possible implementation,
- With the producer coordinator, facilitating discussion to identify training/skills building needs required and organise the appropriate training package(s).
- Providing feedback to MLA regarding the peer-to-peer learning process, the templates used for data collection, R&D priorities, and the Monitoring, Evaluation and Reporting (MER) framework via annual milestone reports,
- Engage with at least 10% of participating producers to continue for 1 – 3 years beyond the pilot phase of the NB2 project to work with the MER expert to determine the impact of practice changes made as a result of being involved in a producer group.

The current Group Facilitators for the NB2 program are as follows:

- Burdekin group – Roxanne Morgan, QDAF
- Fitzroy basin group – Matt Brown, QDAF
- NT group – Stacey Holzapfel, NTDITT
- Kimberley/Pilbara group – Bec Butcher, WADPIRD
- Corporate pastoral group – Ian McLean, Bush Agribusiness
- Indigenous pastoral group – Ian Perkins, LPM Queensland



## **Group producer coordinators**

### Why this role is important?

We want the producer group to be driven by participants, so they identify their own needs, not someone else prescribing what they need. To achieve this, embedding a peer (as a coordinator) to assist running the project is critical to the success of NB2. The producer coordinator model will be critical to achieve producer ownership and, in effect, they will be the group's leader and direct link to the facilitator.

### Key skills required:

- Leadership, mentoring and coordination skills.
- Commitment to NB2 coordination training and NB2 coordinator network.
- Develop trust and respect the confidential nature of producer data.
- Conflict resolution and relationship management.
- Ability to use computer systems (including Microsoft Excel and Word).

Ideally, the group producer co-ordinators are selected from within the group by the members to provide a measure of leadership, mentoring and co-ordination of the group's activities. The group producer coordinator roles will be funded by a separate contract, not the groups contract. The producer coordinator role for group activities is estimated to take up to 4 days per month plus expenses.

### Coordinator roles include:

- Being the centre of contact for the group,
- Leading communication within the group and with the group facilitator,
- Leading the co-ordination of the group's activities,
- Assisting and up-skilling producer group members with their data collection using worked examples without being privy to the data,
- Provide feedback on data collection activities,
- Determining training needs of the group and liaising with the group facilitator with addressing those needs,
- Coordinating the groups MDC budget in association with the group facilitator and the NB2 Co-ordinator.

### Benefits

- Coordinators will be remunerated for their time and expenses.
- Training in group facilitation and peer to peer learning, as well as being part of a professionally managed support network of other NB2 coordinators and facilitators.
- Meet annually with NB2 pillar leaders, facilitators and other coordinators to discuss the group's specialist needs (based on their annual data analysis reports).
- Be part of an annual NB2 update workshop to discuss findings and hear new research updates.

The current group producer co-ordinators for the NB2 pilot program are as follows:

- Qld Burdekin group – Natalie Marks
- Qld Fitzroy group – Stuart Barrett
- NT Katherine group – Rebecca Mohr-Bell
- WA Kimberley/Pilbara group – Anne Marie Huey
- Corporate pastoral group – Grace Ives
- Indigenous pastoral group – Ian Perkins



Further guidelines (coordinators) (04/02/2022).

- Coordinators will be remunerated for their time spent doing their project duties at a rate equivalent to the MLA meeting sitting fee for producers (currently \$500 per day + expenses). For this project, the definition of a day is 7.25 hours. We estimate your time spent as a coordinator could be up to 4 days per month.
- Each state/territory will be responsible for contracting and therefore paying their group coordinators.

How do coordinators determine when to charge for time (i.e. if they are a coordinator or group member during an activity).

The rule of thumb is: if you are doing something the other group members are not required to do, you are doing coordination duties.

*Are the coordinator expenses coming out of the group's budget?*

No, at this stage the project is covering those expenses.

*What about group meetings?*

During these meeting you will mostly (although often subtly) have your coordinator hat on. Even though you are a producer member of the group, you will be assisting with facilitating the day, and working with the group members to gauge their interest/feedback and working with them to work out where to next. So yes, claim this time.

*What about attending additional training that the group has organised?*

This is where things are not so black and white, and it will be an individual 'conscious vote whether to charge for time – balancing the coordinator work you do at the training verses the value you are getting from the training as a beef producer. You may elect to not to charge at all or a percentage of your time. Remember though, there is an upper limit that the budget can handle.

*What should I charge for vehicle, travel and other expenses?*

Vehicles should be costed at the current ATO rate (currently 72 cents/km).

All accommodation and other reasonable expenses will be reimbursed via an invoice as per your contract.