Take the next step in your professional career and become a Chartered Agricultural Professional. The Chartered Agricultural Professional scheme has been developed as a “whole-of-industry” program. Designed to recognise individuals that demonstrate expertise, professional experience, relevant accreditation and certifications, a practical knowledge of ethics, keeping up their continuing professional development (CPD), leadership and professional skills in the agricultural industry. Are you ready to become a Chartered Agriculturalist?
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Are you ready to take the next step in your professional career and become a Chartered Agriculturaist?

Australian agriculture is a booming industry and some estimates put its total value at more than $50 billion. Expectations of professionalism from industry, government, clients & the public are increasing, and this is your chance to have your professionalism recognised and protect yourself and your reputation in the industry.

The Chartered Agriculturaist scheme has been developed as a “whole-of-industry” program to recognise individuals that demonstrate expertise, professional experience, relevant accreditation and certifications, a practical knowledge of ethics, keeping up their continuing professional development (CPD), leadership and professional skills in the agricultural industry. The scheme will be open to AIA members and non-member agricultural professionals.

The Chartered scheme has been developed to deliver a new approach to professional accreditation at the highest professional standards, within the agricultural and natural resource management services sector in Australia. It recognises the changing face of these areas with the growing changes in service delivery, and the changes that are happening in the sector e.g. data usage growth, technological advances, agribusiness growth and climate adaptation. The Chartered scheme is an overarching scheme in that it recognises other affiliated, complementary or allied professionals operating within the agricultural sector that meet the Chartered scheme requirements. This includes, for example, finance, IT, training, safety and environmental professionals as well as those traditionally recognised as agricultural professionals such as soil scientists, agronomists, environmental scientists, natural resource managers, irrigation and animal production professionals. It is a significant change to the previous certification systems developed by the AIA and other like-minded and affiliated organisations as it builds on what you as a professional have already been doing.
Ag Institute Australia is the peak industry body for agricultural and natural resource management professionals. Ag Institute Australia is committed to advancing the profession, and the application of science and technology, for the sustainable development of agriculture and natural resource management in Australia.

AIA Vision

A thriving agricultural sector underpinned by good science & professional services.

AIA Mission Statement

Building capacity & influence of Australian Agricultural Professionals.

AIA Objectives

1. Deliver standards of conduct & competence for professionals in agriculture.
2. Require professional development for AIA members involved in agriculture.
3. To recognise & reward outstanding contributions to agriculture.
4. To assist our members in the development and application of science, technology and innovation for the sustainable development of Australian agriculture.
5. To provide a voice through which professionals in Agriculture can interact with government at all levels on science & technology solutions to issues relevant to agriculture sector.
6. To enable the opportunity for cross-organisational activities whose objectives are compatible with those of the AIA.

The Certified Practising Agriculturalist (CPAg) scheme

The Certified Practising Agriculturalist (CPAg) scheme is the AIA’s program of recognition for an AIA member’s continuing professional education that contributes to the development of the professional agriculturalist’s skills and knowledge. The program is only available to AIA members and recognises not only the qualified CPAg for their commitment to their profession but also provides the first step for AIA members embarking on the AIA Chartered Agriculturalist scheme. For more details on CPAg follow this link: http://www.aginstitute.com.au/pages/cpag.html
The Chartered scheme recognises & links with other professional bodies to deliver a national industry wide accreditation program.

Professionals from other bodies and affiliated organisations that apply to the scheme will each use their own association's recognition requirements. AIAs therefore will not undertake the detailed evaluation of technical competence of applicants from outside the AIA. The technical evaluation will be undertaken by subject matter experts within the applicant's own technical organisation such as the Soil Science Society of Australia, Agronomy Society of Australia, etc. It should be noted that this means that applicants do not need to be members of the AIA to be eligible for receiving the Chartered Agriculturalist status. There are other schemes for specialised or technical accreditation and the AIA has a professional grading of CPAg for this purpose.

Therefore, when a professional applies to be Chartered they need to show that they are recognised by an affiliated organisation & then complete the next steps towards becoming Chartered. The Chartered scheme recognises leaders of the agricultural industry and the application process ensures that the scheme is robust and professional.

Chartered Agricultural Professionals

- CPAg Members
- AIA Members

- Eg Soil Science Society Australia CPSS*
  - Members
  - Affiliated Organisations

- Eg Accredited/Certified Engineers Safety Professionals
  - Members
  - Other Professionals

*CPSS - Certified Professional Soil Scientist
Once an agricultural professional demonstrates that they are recognised by an affiliated organisation, the next step is to complete the Chartered application process. Building on your technical recognition, to become Chartered you need to show that you satisfy the following requirements:

1. **Formal Qualifications**: Post Graduate Training - the equivalent of the Australian Qualifications Framework levels 9 to conform with Chartered international best practice. These qualifications can be Masters in Agriculture (or related field) OR Bachelor Honours, Graduate Diploma in Agriculture or related field plus a Masters in any other field OR via an alternative pathway that you can request on submission.

2. **Professional Organisation**: As mentioned above this means that the applicant is certified or accredited by a professional organisation i.e. CPAg (AIA), CPSS (Soil Science Society of Australia) etc.

3. **Professional Work Experience**: Minimum of 5 years’ experience with a minimum of 3 years in a senior management position to show that you are a leader in the agricultural industry.

4. **Professional standards**: Demonstration of your Knowledge, Leadership, Consulting Skills & Problem Solving, Interpersonal Skills, Business & Organisational Skills (see Table 1 below).

5. **Complete the ethics exam**: The Ethics Policy and Code of Ethics form a foundation on which the Chartered scheme is based. Applicants are required to adhere to this policy and code and will be required to commit to the expectations and requirements of the code. Applicants must meet the knowledge requirement for the ethical component of the scheme and commit to meeting the ethical expectations set out in the Code of Ethics.

6. **Show evidence of reflective learning**: Applicants will need to provide evidence that they have undertaken reflective learning throughout the assessment period. This could include evidence of journal entries.

7. **Chartered Agriculturalist Professional**: Your application is assessed and if approved you are now a Chartered Agriculturalist (CAg).

8. **Maintain your status through Continuing Professional Development (CPD)**: Build on your existing activities to record 60 CPD points over three years to maintain your commitment to growth & your Chartered status. Various agricultural activities receive CPD points depending on their length and content and will be assessed by the Chartered committee. Chartered CPD activities may include attendance at conferences, conference presentations, PhD or masters training, field trips, Ag Institute Australia or affiliated organisational CPD events etc.
Table 1. Professional Standards Requirements for the Chartered Agriculturalist Scheme

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<tr>
<th>Requirements &amp; Criteria</th>
<th>Chartered Professional</th>
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| Knowledge               | • Demonstrates advanced and integrated understanding of a complex body of agricultural knowledge through their contribution to a significant program or project.  
• Interprets, applies and contributes knowledge to develop sustainable solutions to significant agricultural and natural resource management problems and opportunities.  
• Contributes demonstrable positive impact on policy or an industry-wide problem. |
| Leadership              | • Makes demonstrable, positive, professional contributions at the industry level including to industry committees and other relevant agricultural bodies and agencies.  
• Recognised expert in specialised field(s) of expertise.  
• Demonstrable ability to lead through participation at the industry level including through industry committees and other relevant agricultural bodies and agencies, contributing to major changes and improvements. |
| Problem solving         | • Prepares reports that are based on justifiable and rationale investigations, analyses and conclusions.  
• Develops sound proposals for determining needs and priorities in agricultural and natural resource management work.  
• Manages the acquisition and implementation of new techniques and improvements to established protocols, methods and practices, exercising innovation and judgment.  
• Contributes to solving industry-wide problems. |
| Interpersonal skills    | • Recognised as a professional resource in their areas of expertise, including providing mentoring of early career professionals.  
• Initiates and formally contributes to discussions affecting the industry through participation in, and committee membership of, professional and/or industry groups or associations.  
• Maintains a network of experienced professionals |
| Business and organisational skills | • Provides management and application of legal and other requirements of businesses and organisations relating to individuals and industries operating in agriculture and natural resource management.  
• May manage or have responsibilities for leading and influencing the professional development of group(s).  
• Consults widely with external bodies and agencies to ensure social, environmental and economic objectives are achieved at the organisational and industry level.  
• Through professional development, and other related activities, demonstrates an understanding of how international perspectives apply to an Australian context. |

Note to Table 1: Each of the 5 requirement areas reflect generic areas for which agricultural professionals are expected to demonstrate Chartered-level ability regardless of the specific technical arenas they are working in within agriculture.

Sole traders/independent operators who don’t work in a corporate environment can apply via an alternative pathway.
If you satisfy the requirements on page 6 & 7, then you are eligible to apply for Chartered status. If you are a member of an agricultural science organisation but don’t have the technical recognition (i.e. CPAg for AIA members or CPSS for soil science members) please contact your organisation to apply. To meet the professional organisation requirement of CAg, you may join the AIA and supply for the CPAg grading.

For AIA members, information on how to become CPAg please go to http://www.aginstitute.com.au/pages/cpag.html. If you do not meet the work experience requirement, we look forward to your application in the future.

Alternative pathways for Chartered status include:
- active board level representation
- executive work experience
- author of submissions to government inquiries or industry guide/book relevant to sector
- research lead on recognised project
- expert witness (relevant to sector)
- significant consultancy report/output (de-identified)
- industry/guest lecturer and others (further details: www.aginstitute.com.au).
To apply for Chartered status, visit the AG Institute website and click on Chartered scheme, ‘apply now’. From there you will be taken to our online application portal where you can download a copy of your qualifications, answer the questions on professional standards & your reflective learning. Following this, you will then click on the link to complete the ethics examination. The Chartered Scheme Assessment Panel will then review your application and you will be notified after the result.
How do I maintain my continuing professional development pathway?

Agriculture requires an understanding of science and technology, and giving rigorous advice covering numerous knowledge domains (for policy/RD&E/production/agribusiness). Agriculturalists develop solutions to problems using new or existing technologies, through innovation, creativity and change. Therefore, every 3 years a Chartered professional must complete 60 hours of continuing professional development (CPD). An example of one continuing education unit (or CPD) is equal to one hour of classroom training. CPD points submitted by Chartered professionals are subject to audit as is the entire application. The assessment panel will continually review AIA and stakeholder events and courses, where possible, and attach a certain amount of points to these activities to assist you.

Chartered professionals are required to log their own CPD points via their Chartered profile. To log your CPD points, go to the website click on ‘manage CPD Points’ and login to your profile. Once in your profile, click on ‘manage your CPD points’ and then enter the activity name, date and points. Chartered professionals CPD points will be audited and Chartered status can be revoked if not maintained at 60 points every 3 years, and if inaccurate or fraudulent claims are made.

Build on your existing activities to record 60 CPD points over three years to maintain your commitment to growth & your Chartered status. Various agricultural activities receive CPD points depending on their length and content and will be assessed by the Chartered committee. Chartered CPD activities may include attendance at conferences, conference presentations, PhD or masters training, field trips or Ag Institute Australia or affiliated organisational CPD events.

What is the assessment process?

The Chartered scheme Assessment Panel will review applications against criteria. If the panel requires additional information to support your application, you will be contacted by a representative of the AIA. The assessment process is designed to be rigorous to protect the quality of the scheme and ensure that the scheme maintains its professional integrity.

The assessment process is designed to be rigorous to protect the quality of the scheme and ensure that the scheme is not devalued by the presence of people who don’t meet the Chartered scheme standards.
The Chartered scheme has a Code of Ethics policy to ensure that members always adhere to the highest standards of professional conduct in the discharge of their duties.

The scheme is underpinned by ethics. Adherence to the code will be enforced and knowledge of the code will be tested by an examination. The quality of work performed by agriculturists depends on their competence and the values they hold with respect to the community and environment in which they operate.

It is the policy of the Chartered scheme (currently administered by the AI/A), to maintain the highest level of honesty and integrity in dealing with others, to conduct business in an open, constructive and ethical manner, and to ensure that Chartered professionals do not knowingly assist others to engage in improper conduct. It is expected that the professional conduct of all Chartered professionals, reflect these core values.

The public, private sector & general public will see that the Chartered scheme is underpinned by ethical professionals and will come to seek out Chartered agricultural professionals when looking for advice or consultants.
For more information contact admin@aginstitute.com.au.