



# 4R Agronomist Competencies of Personnel

Under the 4R Designation Program, 4R Agronomists are necessary to help farmers complete 4R Nutrient Stewardship Management Plans and provide 4R consistent agronomic advice. In the 4R Designation process, a 4R Agronomist plays a pivotal role in delivering the 4R Designation Program along with agri-retailers. Outlined below are required competencies of 4R Agronomists.

## General Competencies of 4R Agronomist:

Under the proposed 4R Nutrient Stewardship Designation Program, agri-retailers must have processes in place to ensure all 4R Agronomists have the appropriate agronomic knowledge, skills and expertise related to their assigned duties and for the specific geographic areas where they work. Agri-retailers must have documented processes in place to initially evaluate competencies of personnel and on-going monitoring of competencies and performance of all personnel related to 4R Nutrient Stewardship Designation assessments. Agri-retailers must also maintain up to date records, including education, qualifications, experience, training, professional status, competence of personnel working on 4R Nutrient Stewardship Designation assessments.

This document provides a starting point to defining required competencies to be a 4R Agronomist. The competencies have been modified from the Nitrous Oxide Emission Reduction Protocol (NERP) Alberta GHG Quantification Protocol.

## General Competencies of 4R Agronomist:

- » 4R Agronomists must meet the following minimum requirements (combination of education, training and experience):
- » Professional Agrologist (PAg) and current member of a provincial Institute of Agrologists (e.g Saskatchewan, Manitoba, British Columbia, Ontario, etc.); or a Technical Ag (TAg)
- » Certified Crop Advisor (CCA) under the Canadian Boards (Atlantic, Ontario and Prairie) - gone through a combination of training, experience, study and have passed CCA certification exams
- » Completion of the full 5.5 CEU 4R Training Course (Introduction to 4R Nutrient Stewardship) on Fertilizer Canada's eLearning training course including exams
- » Completion of the 4R Agronomist Attestation document confirming their credentials and competency to prepare and sign-off on 4R Nutrient Stewardship Plans:
  - o Know necessary required learning objectives
  - o Show the capability of being able to prepare a 4R Nutrient Stewardship Plan, in collaboration with clients

These competencies should be reassessed every 3 years. Additional training may be required as courses are updated or new courses are introduced.



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