



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 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):
- » 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
- » Professional Agrologist (PAg) and current member of a provincial Institute of Agrologists, or a Technical Ag (TAg, where applicable
- » 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 three years. Additional training may be required as courses are updated or new courses are introduced.



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4R Agri-Retailer Attestation

We attest that _____
Name of 4R Designated Agri-Retailer & location (city/province)

has met the conditions to be recognized as a 4R Designated Agri-Retailer and has the technical expertise and procedures in place to submit 4R Designated acres in the province of _____.

The required conditions for a 4R Agri-Retailer Designation are as follows:

- » Introduction to 4R Nutrient Stewardship online course at elearning.fertilizercanada.ca
- » 4R Essentials-A short course on 4R Nutrient Stewardship at elearning.fertilizercanada.ca
- » 4R Inside Checklist
- » The 4R Plant Nutrition Manual, authored by the International Plant Nutrition Institute
- » Region-specific 4R Nutrient Stewardship Planning and guidance document
- » 4R Agronomist materials and forms for applicable staff

The above Agri-Retailer meets the requirements in nutrient management planning as outlined in the 4R Inside Checklist producing the economic, social, and environmental outcomes desired by all stakeholders in the soil-plant system for the province of _____.

We agree that nutrient management planning by this Agri-Retailer is based on using Best Management Practices derived from the best available science to manage nutrient resources in ways that increase on-farm sustainability. Any changes requested to be made to 4R Nutrient Stewardship management plans must require review and approval by the 4R Agronomist so that it remains 4R compliant.

X _____
Signature of Agri-Retailer Official

Date Signed

X _____
Signature of 4R Agronomist

Date Signed



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4R Agronomist Attestation

In accordance with the laws of the province of _____, I, _____,
Name of Professional

hereby verify that I am an accredited Certified Crop Advisor (CCA), and/or Professional Agrologist (or equivalent) where applicable.

In addition to my credentials, I have obtained essential training on 4R Nutrient Stewardship principles and practices through completion of the Fertilizer Canada eLearning 5.5 CEU course, including all modules and exams, for Introduction to 4R Nutrient Stewardship, as evidenced by my certificate of completion (or equivalent approved by Fertilizer Canada). In so doing, I verify that I am knowledgeable in 4R principles and practices, as they apply to the economic, social and environmental goals in the province of _____.

I agree that my approval and signature on a 4R Acre Report is required in order for
_____ nutrient management plans to be designated
Company Name

as 4R compliant. I also agree to utilize recognized 4R resources to ensure the integrity of a 4R Nutrient Stewardship management plan.

X _____
Signature of Professional

Date Signed

CCA Number

Other Accreditation Number (if applicable)

Fertilizer Canada eLearning Certificate - Date of Issue



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