



ICMJ

AUSTRALIAN INTERCOLLEGIATE
MEAT JUDGING ASSOCIATION



Australian Intercollegiate Meat Judging (ICMJ) Inc.



2018 Conference Proceedings

Inspiring & developing future professionals in the global red meat industry



www.icmj.com.au



Welcome to the 2018 ICMJ Conference

On behalf of the 2018 ICMJ Committee, I would like to welcome each of you to the 2018 Australian ICMJ conference, workshop and competition. This year we welcome some 125 students and 35 coaches from across ten Australian tertiary institutions and four international teams being Japan, Indonesia, Korea and the United States of America (USA).

This year's program will:

- showcase the diversity of amazing career pathways available in the red meat industry;
- provide personal and professional development opportunities;
- encourage you to build links with future companies; and
- most importantly help you to establish networks with friends and future colleagues from across the globe.

This conference would not be possible without the generous support of our all our sponsors, helpers and the tireless voluntary work and enthusiasm for the program from the current committee: Hamish Irvine, Ben Thomas, Kiri Broad, Rozzie O'Reilly, Jarrod Lees, Michael Campbell, Nick van den Berg, Jessira Perovic, Sarah Stewart, Tim Ryan and Demi Lollback plus coordinator Maria Thompson.

We are excited to see the ICMJ program go from strength to strength on an annual basis - ***"Inspiring and developing future professionals in the global red meat industry"***.

Dr Peter McGilchrist, Australian ICMJ PRESIDENT

**Stay connected with ICMJ & the networks you
meet this week**

Please share your posts and photos to #ICMJ2018

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The Intercollegiate Meat Judging Association recognises and thanks the continued and generous support of its sponsors.



MEAT & LIVESTOCK AUSTRALIA

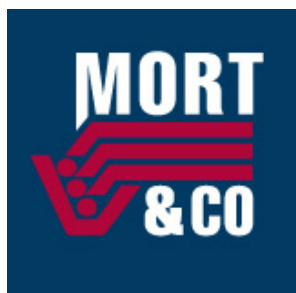


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ICMJ 2018 Committee

Peter McGilchrist

President

Peter grew up on a cattle property in NSW and has a Bachelor of Rural science from the University of New England (UNE). Peter was a member of the UNE meat judging team in 2002 and was selected on the 2003 Australian ICMJ team that competed in the USA. Peter coached the UNE meat judging team to success in 2003 and 2004. Following university Peter travelled and also worked at Elders Killara feedlot for a year before moving to Perth WA to complete a PhD at Murdoch University on 'Selection for muscling affects carbohydrate and fatty acid metabolism in beef cattle' with the Beef CRC. Peter then held a post doctorate research position at Murdoch University with Meat and Livestock Australia working on beef eating quality projects, MSA optimisation and the development of the MSA Index. Following this, he held the position of lecturer in Animal Production Science at Murdoch University and undertook research into factors along the supply chain which impact the eating quality of beef and lamb plus the measurement of carcass yield. In 2017, Peter joined the UNE. Peter is passionate about the future of the red meat industry for the next generation.



Demelsa Lollback

Vice-President & Schools Competition Liaison

Demi is from Grafton in the Northern Rivers of NSW where her family ran a beef breeding operation in the upper Clarence area. She competed with the 2002 University of Queensland Gatton team and coached the 2003 team prior to graduating with a Bachelor of Applied Science (Animal Science) degree. After working in the Meat Industry for a number of years, primarily in beef processing, Demi joined Meat and Livestock Australia 7 years ago as the Meat Standards Australia (MSA) Project Officer for Eating Quality Implementation. In this role she worked with Producers & Processing Plants right through the supply chain to end users ensuring implementation and compliance of the MSA program. Based in Armidale, NSW, Demi is now the Value Chain Relationship Manager, working directly

with the Livestock Data Link Program. Demi is also passionate about educating the next generation to engage and retain them within the Australian Red Meat Industry and is actively involved with our Junior contests. Demi is the immediate past coach of the Australian national team, guiding and mentoring 20 students over 4 years, on a month long industry tour of the US.



Jessira Perovic

Secretary

Jessira comes from a farming background in the Central Highlands region of Victoria and holds a bachelor of Animal Science. Jessira was a member of the Charles Sturt University (Wagga) meat judging team in 2008 and 2009, having observed and competed. In 2009 Jessira was successful in being selected for the 2010 Australian National Meat Judging Team which competed in the US. After completing her university degree Jessira joined Meat and Livestock Australia as the Meat Standards Australia Research and Development Co-ordinator for three years. She is now the Project Manager for Eating Quality Data Analytics at MLA, based in Armidale NSW.



Tim Ryan

Treasurer

Tim comes from Baynton, in central Victoria, where he grew up on a family sheep property. Tim was a member of the University of Melbourne meat judging team in 2012 and was selected to join the Australian National team which competed in the US in 2013. Subsequently, Tim coached the 2013 University of Melbourne team and the Australian National team from 2016-2018.

Tim is based in Singapore and works for Meat and Livestock Australia as a Market Insights Analyst. Tim specialises in market research, focusing on meat trade flow analysis and Australia's position in a competitive global marketplace.



Jarrood Lees***School Competition Co-ordinator***

Jarrood is originally from Kingaroy, QLD and grew up on a small beef cattle property. He graduated from a Bachelor of Applied Science (Hons) at The University of Queensland, coached the UQ ICMJ team for the 2013 and 2014 competitions, and has recently submitted his PhD thesis on developing a new heat load index for subtropical dairy regions. Jarrood is currently employed as a Business Development Officer for Meat Standards Australia, where he works alongside NSW and WA abattoirs and brand owners to ensure that the MSA program is assisting them to meet their business goals and identifying opportunities for improvement and growth of the program within their business.

Ben Thomas***Marketing/ Media & Sponsorship Coordinator***

Ben is originally from a cattle property near Tamworth, NSW. He completed a Bachelor of Rural Science at UNE in 2008, and competed in the UNE / Australian ICMJ team in 2007. During University he was on a six-year cadetship with Twynam Pastoral Company, before travelling and working overseas from 2010-2012. Ben then spent five years at Meat and Livestock Australia, starting as a Market Analyst, and finishing as Chief Economist / Market Information Manager. Ben transitioned into the banking industry in October 2017, and currently holds the position of Senior Finance Manager at RaboBank.

**Hamish Irvine*****Presenter Coordinator***

In 2013 Hamish completed a degree in Animal and Veterinary Bioscience, during which he competed for the University of Sydney and then travelled to the US with the national team in 2014. He is currently working with Bindaree Beef Group, responsible for their branded MSA and grain fed beef programs within the national retail, foodservice and wholesale markets. Hamish was previously with Rivalea Australia in commercial roles spanning across retail, wholesale and manufacturing, as well as working with Archer Daniels Midland as a part of their animal nutrition team covering Australia and New Zealand.

Kiri Broad***Social media and website***

Kiri is originally from the south coast of NSW and completed a degree in Animal and Veterinary Bioscience at the University of Sydney in 2008. From 2010 to 2018 Kiri worked for the Department of Agriculture and Fisheries as a livestock officer, based in far north, southern and western Qld regions. In 2018, Kiri joined Teys Australia in Livestock Strategic Operations, based in central Qld. Kiri enjoys working with producers in the red meat industry and in particular, assisting them to better meet market specifications and improve meat quality through on-farm management practices. Kiri is keen to see more young people join the red meat industry.

**Rozzie O'Reilly*****Careers Expo Coordinator***

Rozzie O'Reilly grew up on a small sheep and cattle enterprise in southern NSW. She completed a Bachelor of Animal Science at the University of New England (UNE) in 2014, and went on to work in the feedlot industry for two years. Rozzie now works for LAMBPRO, Australia's largest prime lamb seedstock business, as their Breeding Manager. Rozzie competed for UNE in 2012 and was fortunate to be selected as a member of the 2013 Australian ICMJ team. She also co-coached UNE ICMJ teams throughout 2013 and 2014.



Nick Vandenberg
Australian Team Coach

Despite not growing up with a farming background, Nick quickly developed a love for all things agriculture. This led him to complete his Bachelor of Ag. Science at Adelaide University in 2013. It was during his studies he discovered meat judging and was fortunate to be a part of the 2014 ICMJ national team. Nick has since coached 2014-16 Adelaide meat judging teams and completed his honours on "Understanding the causes of dark cutting on pasture raised beef in south east south Australia". Nick has been fortunate to see a large cross section of industry, working from abattoirs and live export depots to full time shearing. He is very passionate about the Australian goat industry and is currently running his own livestock enterprise whilst freelancing within meat research and live export fields.

Michael Campbell
Venue and Product Coordinator

Michael is a lecturer at Charles Sturt University at Wagga Wagga and is currently completing a PhD with the Future Dairy group at the University of Sydney. Along with his wife and 3 children he runs a commercial cattle operation near Adelong. He has an MBA from UNE and a BScAg from The University of Sydney. Michael competed at the 2001 ICMJ competition and was a member of the winning team from the University of Sydney. Michael has previously been the manager of a fully integrated cattle operation in PNG and worked as a Beef Cattle Extension Officer and in rural finance.



Sarah Stewart
Australian Team Coach

Sarah grew up in Adelaide, before relocating to Western Australia to study Veterinary Science at Murdoch University. Here she developed a passion for the red meat industry as a member of Murdoch meat judging team, competing in the 2008 ICMJ competition. Following graduation, Sarah worked as a cattle Veterinarian in south west Victoria, before returning to Murdoch University in 2012 to begin a PhD investigating the "influence of pre-slaughter stress on lamb meat quality and carcass yield". Since then, Sarah has coached the Murdoch meat judging team and most recently has signed on as a Post-Doctoral Fellow in Meat Science. Sarah is passionate about increasing the capacity of the red meat industry by engaging and educating students from veterinary and agricultural sciences.

Maria Thompson
ICMJ Coordinator

Maria has always had a strong appreciation for agriculture and rural life having grown up on her family's beef cattle property in Tenterfield, NSW. Maria graduated with a Bachelor of Rural Science and a Master in Agriculture from UNE. In 2002, Maria was a member of the UNE Meat Judging Team. Since 2011, Maria has operated AgSTAR Projects, a project management consultancy firm and has successfully managed and delivered projects in strategic planning, facilitation, desktop research, policy review, evaluation, stakeholder consultation and engagement and event management. Previous roles include managing the animal health, welfare and biosecurity portfolio for Sheepmeat Council of Australia, working for a private agricultural PR & marketing company and being employed as a BREEDPLAN Consultant. Maria and her husband own & run a beef cattle property in Coonabarabran, NSW and have just returned from living in Katherine, NT for the last 2.5 years.





AUSTRALIAN INTERCOLLEGIATE MEAT JUDGING ASSOCIATION

2018 Australian ICMJ Program Tuesday July 3 to Sunday July 8, 2018 Wagga Wagga, NSW, AUSTRALIA

Time	Activity	Presenter	Location
Tuesday July 3rd			
2:00pm – 5:00pm	Pick up of accommodation keys		Residence Life Office CSU accommodation
5:00pm – 6:30pm	Australian Society of Animal Production (ASAP) Conference NSW DPI Networking Hour with ICMJ		CSU Gym
7:00 pm – 9:00pm	Conference registration followed by Pork industry stand up dinner sponsored by Rivalea Australia	Laura Lavis, Rivalea Australia Ashley Norval, Australian Pork Limited	Wagga Wagga RSL Mirage Room
Wednesday July 4th			
7:00 am	Breakfast		CSU Dining Hall
8:00 AM	Introduction & general housekeeping	Maria Thompson, ICMJ Coordinator	Wal Fife Lecture Theatre
8:10am	Welcome to the Australian 2018 ICMJ Conference & Workshop	Peter McGilchrist, President Australian ICMJ Association	
8:20am	State of play in the global & Australian red meat industries & official opening	Richard Norton, Meat & Livestock Australia	
8. 50am	Large scale rangeland production of farmed meat goats	James Boland, Big Ampy Rangeland Goats	
9. 30am	The value of accurate measurement of yield and eating quality to the sheep industry	Professor Dave Pethick, Murdoch University	
10:10am	MORNING TEA		
10:40am	Opportunities to move from commodity to quality based trading	Tom Maguire, Teys Australia	
11.20am	Fake Meat – The Facts	Dr Sarah Bonny, University of Tasmania	
12:00pm	Technology, innovation and development in the red meat industry	Darryl Heidke, Meat & Livestock Australia	
12.40pm	Lunch		CSU Dining Hall
2:00pm – 4:00pm	Coaches professional development session - <i>Feel the Learn!</i>	Stuart Eastwood, CSU	Green Room - Graham Building, CSU
2.00pm – 5:00pm	Students - INTERACTIVE WORKSHOPS – Pre-Clinical Centre (PCC), CSU Wagga Break into 4 groups (A-D) to rotate through practical activities, 45 min each session A. Retail cut identification B. Value added beef – TBC C. Understanding lamb carcass yield – Dave Pethick and Knights Meats Butcher D. Porkstar – understanding more about pork retailing and cut uses – Mick Bartlett, Rivalea Australia		
6.30pm	Dinner Sponsored by Teys Australia, key note speaker – Jasmine Green		Wagga Wagga RSL Mirage Room

Thursday July 5 th			
7:00AM	Breakfast		CSU Dining room
8.00am	Benchmarking meat quality of the Australia beef industry using the MSA index	Sarah Strachan, Meat & Livestock Australia	Wal Fife Lecture Theatre
8.40am	Aussie beef & lamb markets in a global context	Matt Dalgleish, Mecardo	
9:20am	New design: lamb production of the future	Tom Bull, LAMBPRO	
10:00am	MORNING TEA	Sponsor - Mort & Co	
10:40am	Australian Lotfeeding	Lauren McNally, Mort & Co.	
11:20am	Pork value chain: A SunPork perspective	Dr Daryl D’Souza, SunPork	
12:00pm	RAD Meat career Panel Q&A session featuring: 1. Daryl D’Souza, SunPork 2. Kathleen Allan, Integrity Systems Company 3. Sarah Strachan, MLA 4. Hamish Irvine, Bindaree Beef	Facilitated by Michael Campbell	
12:40pm	Lunch		CSU Dining room
2:00PM	Coaches surprise tour - Off-campus		
2:00PM	TRAINING WORKSHOP ROTATIONS – break into 5 (1-5), 40 min per session – Pre-Clinical Centre (PCC)		
	1. Pork carcass judging 2. Judging primals – pork and beef 3. Lamb judging including how to write effective observations and answer questions 4. Primal identification 5. Writing reasons		
6:30 PM	Dinner Sponsored by Australian Agricultural Company (AACo) Key note speaker – Simon Kensit		Wagga Wagga RSL Mirage Room
7.30 PM	Coaches/Team Leaders Meeting	Tim, Sarah & Nick	
Friday July 6 th			
7:00AM	BREAKFAST		
8:30AM – 9:10AM	Introduce Careers Expo companies		Joyes Hall , CSU
9:30AM – 12:30PM	Careers Expo including workshops (Split group into groups A-D) – 45 mins per rotation (careers expo 1.5 hour). Morning tea served during Careers Expo rotation 1. Careers Expo 2. Preparing for your first job – Nigel Crawley, Rimfire Resources 3. Sh*t Happens. How to scrape it off your boot and keep walking.- Sarah Hyland		Joyes Hall , CSU Lecture rooms 182 & 178, Graham Building, CSU
12.30	LUNCH		CSU Dining room
1:30 PM	Groups A – E - Small Stock Competition Session 1		Pre-Clinical Centre, CSU
1:30 PM	Groups F – J 1:40pm International presentations (Japan/US/Indonesia/Korea). 15 minutes each		Lecture Room 182, Graham Building, CSU
1:30PM – 4:00PM	Coaches Professional development workshop - <i>Sales : The other S word. Not pursuing a career in sales? Think again.</i>	Sarah Hyland	Green Room - Graham Building, CSU
3:15PM	Group changeover		
3:45PM	Groups F– J - Small Stock Competition Session 2		Pre-Clinical Centre, CSU
3:45PM	Groups A – E 3:55pm - International presentations (Japan/US/Indonesia/Korea) 15 minutes each		Lecture Room 182, Graham Building, CSU
5:30PM	Spare time		
6:30PM	Dinner Sponsored by JBS and Andrews Meats. Key note speaker - Kylie Schuller		Wagga RSL
	Presentation from 2017 Australian team	Australian team	
8:00 PM	Coaches/Team Leaders Meeting	Tim, Sarah & Nick	

Saturday July 7 th		
6:00am	Travel to Teys Australia – Note students to arrange their own breakfast	
7:30am – 11:00am	Meat Judging Contest – Beef	Tey's Australia
	Coaches Meeting	Tey's canteen
	Lunch	
	Presentation from 2018 ICMJ Japan tour group	Tamara Biffin
2:30PM	Return to CSU Campus	
6.30pm – 1.00am	Australian ICMJ 2018 Presentation dinner – Sponsored by Coles. Key note speaker Harriet Mellish, Business Category Manager Red Meat Meat, Deli, Seafood, & Meals, Coles	Wagga RSL, Mirage Room
Sunday July 8 th		
9:00am	STRICT checkout of CSU accommodation	
8.30- 10.30	Australian ICMJ 2018 Annual General Meeting (AGM)	Pre-Clinical Vet Centre

Conference Presenters

Richard Norton

Mr Norton is the fifth generation of a beef and sheep farming family from Monaro, NSW. He began his working life as a rouseabout and jackaroo then for more than 20 years served livestock producers as a stock agent and auctioneer across NSW. Mr Norton is Managing Director of Meat & Livestock Australia Ltd and is a director of Integrity Systems Company Limited, MLA Donor Company Limited, AUS-MEAT Limited and Red Meat Traceability Systems Pty Ltd. Mr Norton has held executive positions in retail, manufacturing, logistics and warehousing with Woolworths, Coca Cola, Wesfarmers and Toll Holdings and was a non-executive director of Agrium Asia Pacific, the Australian Wheat Board, RD1 New Zealand, Landmark Harcourts and Australian Wool Handlers. He was head of Live Export and International Trade and then Managing Director of Landmark Operations Australia. He was Chairman of Integrated Traceability Solutions (Global) and AuctionsPlus.



Captain James Boland

Big Ampy Rangeland Goats is a farmed meat goat producer in the semi-arid Western division of NSW. We are gradually transitioning out of merinos and cattle in favor of 100% goats. As our scale increases we intend to try to influence the domestic markets approach to chevron, based on our superior quality, consistency and continuity of supply.

Goats arrived on the first fleet, along with sheep, cattle, pigs, chickens (our protein competitors). They are no more exotic than spring lamb or Angus beef. We'd like consumers to consider farmed goat meat as just another protein choice available to them. Goat meat, it's the best kept secret since the first fleet.

Professor David Pethick

Professor David Pethick, who leads the Centre for Production Animal Research at the School of Veterinary and Life Sciences at Murdoch University has enjoyed a 35-year research career which has seen him contribute valuable findings to the sheep, beef cattle and pig industries, as well as to dog and horse studies.

His nutritional biochemistry research has led to diet formulation for beef cattle and lambs to optimise meat quality. Professor Pethick completed an undergraduate degree in agricultural science at the University of Adelaide. He completed his PhD in the field of ruminant biochemistry and nutrition at



Cambridge University in the UK. This set him on a research path that has involved many different animal species and their nutrition, biochemistry and physiology. Career highlights have included playing an instrumental role in the development of Meat Standards Australia's lamb and beef quality meat grading schemes. He is also the leader of the quality-based sheep meat value chains program for the Cooperative Research Centre for Sheep Industry Innovation (Sheep CRC) and he previously led the Beef CRC's Beef for global consumers program.



Tom Maguire

Tom Maguire is Teys Australia General Manager Corporate Services. Teys Australia is a 50/50 partnership between the Teys family and the Cargill Company. The Teys family has been involved in the Australian beef industry since 1946, when four Teys Brothers formed a partnership that was involved in wholesaling and retailing meat in South East Queensland. From these humble beginnings, the family has grown its business to become the second largest meat processor and exporter in Australia. Teys Australia operates six modern and efficient beef processing facilities strategically located across the Eastern seaboard. The company also operates three feedlots located at Jindalee (NSW), Condamine (QLD) and Charlton (VIC).

Dr Sarah Bonny

Dr Sarah Bonny is currently the Lecturer in Animal Science at the University of Tasmania (UTAS). Her research interests focus on the production of high quality red meat for the global market, reducing waste and increasing farm profitability. This includes work on the measurement of lean meat yield and eating quality of meat prior to processing and sale. Sarah started her career as a mixed practice veterinarian, working in rural and remote Western Australia, before moving back to Perth to undertake a research project at Murdoch University. That project investigated adapting the Meat Standards Australia (MSA) grading system for beef to the beef industry in the European Union. Currently she is working on the development of an adjustment for bulls and dairy cattle in the Australian MSA system and developing her teaching program at UTAS.



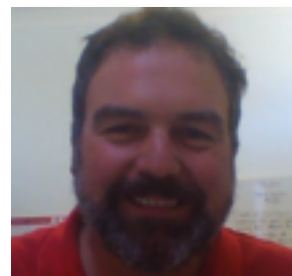
Darryl Heidke

Darryl has a 30-year career in food robotic automation systems development and integration. Since 2012 Darryl has held the position as Program Manager with Meat & Livestock Australia's automation and objective measurement program featuring significant R&D investments in lamb and beef automation and associated advanced measurement systems utilising x-ray, CT and machine vision technologies. His career mission has been advancing Australian manufacturing through technology and innovation.

Previous positions have been with CSIRO's Food Science Australia Division as their Science & Technology Manager. This role involved the strategic development of R&D initiatives in the broader food industry along with the management and coordination of Science and Technology research projects with a specific focus on addressing processing efficiencies and optimisation and productivity improvements. Later roles also included the implementation of CSIRO's business development initiatives in the specific area of food processing technology to maintain the substantial growth in the industry-funded R&D partnership projects.

Stuart Eastwood

I joined Defence in 1987 beginning with a trade then moving into leadership and management roles. My last 10 years in Defence were spent in curriculum design, leadership training and conduct and management of recruit training. I left Defence in 2013 to support my wife through university and was employed by BAE systems to deliver ground support electrical/electronic systems training post graduate students. I am currently employed by Charles Sturt University as an educational designer in the Veterinary Science Problem Based Learning Program. I am married with two teenage children. Being married to a Vet brings with it a menagerie of animals suffice to say we live on 50 acres south of Wagga in order to support their needs!

**Sarah Strachan**

Sarah is the Meat Standards Australia Program Manager. Sarah oversees the delivery and development of the MSA program to optimise the value of MSA to the supply chain. This includes business development and integrity programs that work with producers, processors, brand owners and end users and an R & D portfolio that continues to enhance the MSA program. The MSA program works closely with 54 processors responsible for MSA grading over 3 million cattle and 5 million lambs annually supplied by over 50,000 sheep and cattle producers.

Sarah has a Rural Science qualification from the University of New England and has been with MLA and specifically the MSA program for over 15 years. During this time Sarah has been involved in providing grading services, delivering and development of MSA training programs and communication of MSA tools and resources including producer feedback systems.

Matt Dagleish

Matt is the the Market Analyst & Ag Forwards/Options Trading Manager. Prior to joining Mecardo, Matt began his career in 1993 with ANZ Bank as a technical analyst for foreign currency and interest rate markets. Matt progressed onto the currency trading desk, both in Australia and London. From early childhood, Matt has always had an interest in the agricultural sector. In 2012, he decided to move his family to a hobby farm on the outskirts of Ballarat where he could pursue a more rural lifestyle. Matt holds a Bachelor's degree in Economics and Finance from RMIT and a postgraduate degree in Education from Monash University.

**Tom Bull**

Lambpro is one of Australia's largest suppliers of Prime Lamb Genetics, based at Holbrook NSW. Lambpro Poll Dorset and Primeline Maternal rams sire over 400,000 lambs annually. The business, operated by the Bull family, is a leader for performance and innovation within the Australian lamb industry.

Lauren McNally

Lauren grew up in Regional NSW on a small sheep farm, after finishing school she then travelled to Northern Australia where she spent the next three years working as a Jillaroo, prior to heading to the University of Queensland: Gatton Campus to study Animal Science. Lauren was part of one of the first ICMJ teams to compete for Gatton, which was a great experience. After graduating Lauren started her career in Feedlotting with Australian Agricultural Company, Lauren has spent the last 14 years working for leading cattle businesses within Australia focusing on HR, Compliance and Risk Management, in her current position as HR & WHS Manager with Mort & Co she is responsible for improving and growing safety and human resources systems to support and facilitate a sustainable rural business culture.



Dr. Darryl D'Souza

Dr. D'Souza is the CEO, SunPork Solutions, the technical services company, as part of the SunPork Group. Prior to SunPork Solutions, Darryl was the General Manager, Research & Innovation with Australian Pork Limited and the Program Leader with the Cooperative Research Centre for High Integrity Pork.

Darryl has also held technical positions with Alltech Biotechnology P/L, including Asia-Pacific Technical Manager and Regional R&D Manager. Previous positions also include Research Scientist at the Department of Agriculture and Food, WA, Technical Manager for Craig Mostyn Group (Pork Division) and Research Scientist at the Victorian Institute of Animal Science, Werribee. Darryl completed his PhD at University of Melbourne in 1998 and is a Meat Scientist with over 20 years' experience.

Nigel Crawley

Nigel studied Ag Science at Dookie as well as Agribusiness Post Grad studies through Monash. After 8 years working across corporate agribusiness in the dairy, rural retail and machinery sectors in Australia, North America and the UK, Nigel, along with Mick Hay established Rimfire Resources in 2001. With 15 years in Australian and New Zealand agribusiness recruitment, his expertise includes recruiting graduate to management roles across dairy, machinery, retail, food processing and manufacturing, logistics and supply chain, and commodity trading and agribusiness investment.



Sarah Hyland

Sarah started her working life at a North Melbourne flour mill at the tender age of 18. Following university, she worked for 10 years in R&D and new product development with a range of food companies. Sarah then spent 15 years in consumer market research where she worked across every grocery aisle, including the bottle shop.

More recently, she was General Manager of Industry Services at the Australian Institute of Food Science and Technology. Sarah now has her own company, SHYLAND, where she is energised by establishing connections with all kinds of business, people and culture. She works with trends, insights and innovation on everything from lipstick to livestock.