

<b>Position Title:</b>	Scientist
<b>Reports To:</b>	Team Leader, Plant-Microbe Interactions
<b>Direct Reports:</b>	Nil
<b>Group:</b>	Resilient Agriculture
<b>Key Relationships:</b>	Technicians, Research Partners, Partnerships & Programmes Office, The Research Office, Internal and External customers, and external suppliers
<b>Location:</b>	Grasslands

## WHO WE ARE

We are passionate innovators, dedicated to making a difference in the future of New Zealand by delivering world-leading research through complex problem solving across diverse agricultural areas. We are respected by the scientific community for thought leadership, trusted by industry partners for the value we add to the sector, and highly regarded by farmers and governmental stakeholders for all we do to keep New Zealand at the forefront of global agricultural excellence.

We go beyond innovation to maintain AgResearch's role as a leading collaborator and contributor to New Zealand's worldwide agricultural reputation.

Our Vision is to drive economic prosperity by transforming agriculture while incorporating the fundamental concepts of sustainability, environmental responsibility and Mātauranga Māori.

## POSITION SCOPE & PURPOSE

This role will involve operating as part of one or more, multi-disciplinary project teams to deliver high quality science outcomes relevant to pastoral industry priorities; and in doing so will work with others to identify and convert opportunities into successful R&D proposals and outcomes. He/she will establish connections with industry stakeholders and develop a sound understanding of challenges faced.

The Scientist will be based within the Plant-Microbe Interactions team at the Grasslands Campus and will contribute to the delivery of high-quality research, primarily in grass-endophyte biology, and genetic engineering of *Epichloë* fungal endophytes in internal and externally funded projects. These projects will deliver research and development to areas including those directed at enhancing crop resilience for climate change adaptation and mitigation strategies. The Scientist will work closely with principal investigators, project managers and technical personnel, while growing independent thought leadership. A significant level of initiative, independence, interpersonal skills, team co-ordination and originality is required.



## KEY ACCOUNTABILITY AREAS

### RESEARCH STRATEGY AND DELIVERY

- Identifies new opportunities for delivering R&D solutions to the NZ Pastoral industry in collaboration with appropriate staff including Principal Scientists, Science Group Managers, Science Team Leaders, Partnerships & Programmes Sector Managers and other Scientists.
- Plans, conducts and coordinates detailed phases of work for major projects or complete projects of moderate size.
- Leads and contributes to the development of successful funding proposals that attract revenue and offer solutions to existing and new customers.
- Contributes to high quality research outputs and achievement of project milestones within budgets.
- Displays a collaborative approach that optimally draws on knowledge and capability across the organisation to deliver the best possible outcome.
- Coordinates project teams and the day-to-day performance management relevant to that project.
- Engages in the development of new products and practices.

### SCIENTIFIC EXCELLENCE

- Works pro-actively to consistently deliver high quality relevant research.
- Demonstrates science credibility as the senior author in refereed journals and conference papers.
- Writes product manuals and contribute to securing patents.
- Maintains an active involvement in the wider pastoral and microbiology research communities.

### RELATIONSHIP MANAGEMENT

- Actively contributes to building and maintaining a strong culture of partnership with stakeholders, focussed on creation of impact in their sectors.
- Works with Sector Managers, Account Managers, Science Group Leaders and other Scientists to maintain strategic partnerships and generate new opportunities.
- Networks with and presents seminars to industry stakeholders in the wider pastoral community.

### HEALTH AND SAFETY

- Maintains current knowledge of AgResearch's Health and Safety Management policies, systems, and procedures
- Ensures awareness of own responsibilities and the procedures to follow in relation to health and safety.



- Identifies and reports any hazards, near misses or incidents as per prescribed policy and procedures.
- Demonstrates safe workplace behaviour by taking all practicable steps to ensure own and other's safety in the workplace.
- Attends scheduled Health and Safety training and development initiatives on a regular basis.

### ORGANISATIONAL OBJECTIVES

- Applies and implements prescribed project management methodology into all project work.
- Applies principles of continuous improvement by taking ownership for identification, analysis and investigation of work-related matters with the intent to improve, manage compliance and initiate best practice in our place of work.
- Actively participates in and contributes to performance conversations and personal development.
- Embraces the AgResearch Values framework and develops own behaviours to support these Values on a continuous basis.
- Takes responsibility to understand and apply AgResearch policy, processes, systems, and procedures on a daily basis.
- Commits to accurate and timely information sharing and recordkeeping as per set organisational standards.
- Performs additional tasks, duties and/or responsibilities as directed by your people leader.
- Assists and supports AgResearch business across different science groups and business units, as agreed with your people leader.



## PERSON SPECIFICATIONS

The person best suited to this position will possess the following:

### EDUCATION & QUALIFICATIONS

- PhD or appropriate post graduate qualification
- Relevant practical experience.

### CAPABILITIES & EXPERIENCE

- PhD in plant and microbiological sciences, with experience in molecular microbiology including molecular cloning, CRISPR and other genetic modification technologies.
- Preferred experience working with bacteria, fungi and other microbes.
- Experience in the logical design and execution of replicated scientific studies.
- Experience working with plants and associated microbes, particularly *Epichloë* endophytes and phenotyping.
- Experience with 'omics analyses and interpretation.
- Strong laboratory skills such as aseptic technique, and those required for the isolation, culture and long-term storage of microorganisms.
- A strong capability in molecular techniques e.g., sample processing, DNA/RNA extraction, PCR and sequencing.
- Knowledge and interest in New Zealand pastoral agriculture industries.
- A proven track-record of publications in internationally peer-reviewed journals.
- Has a proven track record for following regulatory protocols, e.g. for new organisms and genetically modified organisms. Follows rigorous development and documentation procedures for research protocols.
- Has a clear understanding of the principles behind intellectual property, client confidentiality and a track record of working closely with stakeholders.



Our Future

Bright Minds

Leading the Way

Significance

Balance

## COMPETENCIES

Organisational wide competencies – these are the competencies determined by the organisation as critical to every role.	
Accountability	Accepts responsibility for one's actions regardless of outcomes.
Caring About People	Displays sensitivity towards the attitudes, feelings, or circumstances of others.
Developing People	Provides support, coaching, training, and career direction to others.
Integrity	Acts honestly in accordance with moral or ethical principles
Driving Results	Accomplishes goals, completes tasks, and achieves results.
Leveraging Diversity	Respects and values individual differences to obtain a desired effect or result.
Relationship Building	Develops collaborative relationships to facilitate current and future objectives.
Self-Development	Actively acquires new knowledge and skills to remain current with and/or grow beyond job requirements.
Role based competencies – these are the competencies required to perform this role.	
Flexibility	Changes direction as appropriate based on new ideas, approaches, and strategies.
Planning & Organising	Coordinates and directs activities to help achieve business objectives.
Quality Focus	Strives to meet quality standards and produce quality work products.
Presenting to Others	Conveys ideas and information to groups.
Networking	Builds and maintains a system of strategic business connections.
Industry Insights	Applies knowledge of industry trends and outlooks to achieve organizational goals and objectives.
Teamwork	Collaborates with others to achieve goals.
Financial Insight	Applies financial knowledge to achieve organizational goals and objectives.
Driving Innovation	Stimulates creative ideas and perspectives that add value.
Customer Focus	Provides courteous, timely, and helpful service to encourage client loyalty.



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