

Position Title:	Scientist /Senior Scientist
Reports To:	Team Leader, Rumen Microbiology
Direct Reports:	Nil
Group:	Rumen Microbiology
Key Relationships:	Technicians, Project Team and Project Managers, Partnerships & Programmes Office, The Research Office, Internal and External customers, and external suppliers
Location:	Grasslands Campus, Palmerston North

WHO WE ARE

We are passionate innovators, dedicated to making a difference to the future of New Zealand by delivering world-leading research and 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 admired by farmers and governmental stakeholders for all that 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 Vision Mātauranga.

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. In doing so the Scientist will work with others to identify novel ideas and convert them into successful R&D proposals and outcomes. The successful candidate will establish connections with established and new internal and external stakeholders and develop a sound understanding of the challenges they face.

Scientists consistently contribute to the delivery of high-quality research in Rumen Microbiology, in alignment with the AgResearch Statement of Corporate Intent.

The Rumen Microbiology Team is focused on research to unravel the biology and complex interactions of the anaerobic microorganisms in the rumen, with the ultimate aim of improving animal productivity and reducing their environmental impact. As part of this team, you will join world-class scientists and will contribute to the development of hypotheses stemming from genomic analyses with functional characterisation of microbes and associations with other rumen microorganisms. You will integrate



genomic and meta-genomics data streams together with a collection of microbial cultures to develop a better understanding of the function of rumen microbes. You will contribute to research programmes aimed at mitigation of enteric methane emissions, but you will also be encouraged to identify how the function of rumen microbes can improve the quality and value of ruminant-derived food and products.



KEY ACCOUNTABILITY AREAS

RESEARCH STRATEGY AND DELIVERY

- Actively identify new opportunities for delivering R&D solutions of marked importance to the NZ economy, which have direct commercial application and/or are of high strategic importance for advancing scientific knowledge and theory.
- Initiate, lead and contribute to successful funding proposals that attract significant revenue and offer solutions to existing and new customers.
- Anticipate and respond to trends in area of expertise by informing the business around trends, new initiatives and opportunities which could impact on strategic objectives and business planning.
- Contribute to high quality research outputs and achievement of project milestones within budgets.
- Plan, conduct and coordinate detailed phases of work for major projects or complete entire projects in area of expertise.
- Proactively display a collaborative approach that optimally draws on knowledge and capability across the organisation to deliver the best possible outcome.
- Engage in the development of new products and practices.
- Identify new opportunities for delivering R&D solutions to the NZ Pastoral industry in collaboration with appropriate staff including Principal Scientists, Science Group Leaders, Science Team Leaders and other Scientists.
- Liaise and negotiate with outside agencies resulting in funding collaborations and initiation of commercial ventures.
- Ensure legislative compliance is maintained across research project work.

SCIENTIFIC EXCELLENCE

- Works pro-actively to consistently deliver high quality relevant research
- Demonstrates science credibility as the first author in refereed journals and conference papers. Write reviews and participate in NZ scientific societies, manuscript reviewing and journal editorships.
- Contributes to the advancement of scientific knowledge by presenting at conferences, serving on journal review panels, chairing conference sessions, etc.
- Maintains an active involvement in the wider pastoral and rumen biology research communities.

RELATIONSHIP MANAGEMENT

- Actively contributes to building and maintaining a strong culture of partnership with internal and



external stakeholders, focussed on creation of impact from science.

- Works with Sector Managers, Account Managers, Science Group Leaders and other Scientists to maintain strategic partnerships and generate new opportunities

PROJECT MANAGEMENT

- Confers with the Science Team Leader to establish project directions, allocation of resources, project costs, and timeframes.
- Manages the scheduling of experimental investigations whilst complying with relevant legislation and ethical approvals.
- Mitigates risk and enables opportunities, which may arise throughout the life cycle of any project.
- Facilitates and/or presents project progress at research seminars, internal project governance meetings, funder group meetings and science conferences as and when required.
- Communicates and engages with stakeholders, including research constituents, clients and science teams, to collect and convey business and research requirements, and to set expectations for research-related work.
- Communicates any variations to contracts in a timely manner with the science leadership team and funders.
- Collates project information, writes and review reports for internal distribution (within the organisation) and external distribution (i.e. annual reports to key stakeholders and funders).
- Initiates, develops, tracks and reports on various complex experimentation activities whilst ensuring project milestones are completed within specified timeframes.

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 record keeping as per set organisational standards
- Performs additional tasks, duties and/or responsibilities as directed.
- Assists and supports AgResearch business across different science groups and business units, as agreed with your line manager.



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

- Proven track record of research and development in microbiology or molecular biology, preferably including one or more of bioinformatics, genomics, metagenomics, metatranscriptomics, molecular ecology.
- Excellent track record of peer-reviewed publication record in high impact scientific journals.
- Knowledge and interest in New Zealand pastoral agriculture industries.
- Uses scientific methodologies for all research, including literature searching; hypothesis-based experimental design and statistical analysis.
- Follows rigorous development and documentation procedures for research protocols.
- Has a clear understanding of the principles behind intellectual property.
- Knowledge of anaerobic ecosystems, ability to culture microorganisms (especially anaerobes), and knowledge of the rumen and its biology are all desirable but not essential additional skills.



Our Future

Bright Minds

Leading the Way

Significance

Balance

OUR VALUES

 Professionalism	<ul style="list-style-type: none"> • Exemplifies Our Values • Supports strategic priorities • Assumes positive intent • Is open to new ideas 	<ul style="list-style-type: none"> • Acts with integrity • Demonstrates credibility • Appreciates diversity
 Collaboration	<ul style="list-style-type: none"> • Actively seeks out relationships and partnership opportunities • Works across boundaries • Priorities shared goals 	<ul style="list-style-type: none"> • Shares information and resources • Involves others • Supports others to be successful
 Quality	<ul style="list-style-type: none"> • Maintains a best practice mindset • Emphasis timely and high quality delivery • Establishes challenging stretch goals and performance expectations 	<ul style="list-style-type: none"> • Gathers, Compares and evaluates information • Establishes robust decision making criteria • Fully utilises support systems
 Innovation	<ul style="list-style-type: none"> • Prioritises time to innovate • Takes a future and solution based approach • Creates a positive learning environment 	<ul style="list-style-type: none"> • Demonstrates openness to change • Constructively challenges the status quo • Emphasises freedom of independent thought • Assesses risk
 Customer Focus	<ul style="list-style-type: none"> • Builds long term relationships with customers • Provides clear, open and timely communication 	<ul style="list-style-type: none"> • Identifies customer needs • Commits to realistic delivery timeframes • Translates initiatives into action
 Thought Leadership	<ul style="list-style-type: none"> • Takes a long-term, strategic and future oriented perspective • Focuses on the bigger picture • Promotes the cross-fertilisation of ideas 	<ul style="list-style-type: none"> • Champions transformational change • Demonstrates decisiveness • Commits to ongoing learning and development

