

<b>Position Title:</b>	Senior Scientist/Principal Scientist
<b>Reports To:</b>	Team Leader, Rumen Microbiology
<b>Direct Reports:</b>	Nil
<b>Group:</b>	Rumen Microbiology
<b>Key Relationships:</b>	Internal colleagues, Research Stakeholders, Scientists, Science People Leaders, Tertiary Institutions, External Stakeholders.
<b>Location:</b>	Grasslands Campus, Palmerston North

## 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 be responsible for delivery of high-quality science outcomes, across multiple areas of specialisation, relevant to pastoral industry priorities; and in doing so will identify and convert opportunities into successful R&D proposals and outcomes. He/she will be well-connected with industry stakeholders and have a sound understanding of the challenges that are currently faced.

The job holder will be expected to consistently deliver/lead high quality research in Rumen Microbiology involving unique problems and complex issues in alignment with the AgResearch Statement of Corporate Intent. The Senior/Principal Scientist will be expected to function as a significant contributor and authority in rumen microbiology research and is expected to provide guidance and leadership in difficult or complex fields of research.



## KEY ACCOUNTABILITY AREAS

### RESEARCH STRATEGY AND DELIVERY

- Actively identifies 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 in advancing scientific knowledge and theory.
- Initiates, leads and contributes to successful funding proposals that attract significant revenue and offer solutions to existing and new customers.
- Anticipates and responds 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.
- Provides leadership and guidance in broad areas of strategic importance.
- Contributes to and/or leads research that provides solutions to complex and unique problems and results in generation of new patents, products and practices.
- Communicates all project related concerns, risks and/or opportunities pro-actively with the project leader or sponsor.
- Develops and implements integrated high quality research and product plans.
- Demonstrates high levels of innovation and originality in area of expertise.
- Assists with the development and implementation of best practise R&D management across the organisation.
- Develops project budgets and ensure project milestones are achieved within those budgets.
- Manages and meets customer expectations and retain key customers by ensuring timely responsive service and open communication.
- Proactively displays a collaborative ethos that optimally draws on knowledge and capability across the organisation to deliver the best possible outcome.
- Liaises and negotiates with outside agencies resulting in funding collaborations, initiation of commercial ventures.
- Ensure legislative compliance are maintained across research project work.

### PROJECT MANAGEMENT

- Confers with the Science Team Leader to establish project directions, allocation of resources, project costs, and timeframes.
- Leads, develops and implements large and complex research projects that support agreed business strategies.
- 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 the project.



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- Facilitates and/or presents project progress at research seminars, internal project governance meetings, funder group meetings and science conferences as and when required.
- Coordinates fieldwork initiatives, and performs post-research analysis and evaluations.
- 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 (e.g., 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.
- Actively drives for stakeholder outcomes at all stages of project from demand, articulation, network formation, and innovation process management into the adoption phase.
- Checks and monitors that organisational project management methodologies are applied efficiently across project lifecycles.

## SCIENTIFIC EXCELLENCE

- Consistently delivers high quality, relevant research.
- Demonstrates science credibility by publishing research in world leading journals, primary authorship of important books, papers, etc.
- 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.
- Acts as a specialist advisor in industry bodies and private sector companies.
- Maintains an active involvement in the wider research communities which extends recognition both nationally and internationally..

## RELATIONSHIP MANAGEMENT

- Works with Sector Leaders, Account Managers, Science Group Leaders and other Scientists to maintain strategic partnerships and generate new opportunities.
- Works with stakeholders to identify opportunities and innovative solutions that will lead to significant funding, collaborative projects and enhancing company profile.
- Networks with and present seminars to industry stakeholders in the wider pastoral community. Builds and maintains a strong culture of partnership with stakeholders, focussed on creation of impact in their sectors.



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- Contributes to research and science outcomes through active discussion, participation and contribution of ideas and latest research in the field.
- Clarifies and incorporates input and expectations from partners and stakeholders into research designs as appropriate.
- Communicates up to date results and appropriate information to researchers, funders, commercial partners, farmers, advisory groups and the pastoral industry in general.
- Works with Portfolio Leaders, Stakeholder Relationship People Leaders, 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.



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## PERSON SPECIFICATIONS

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

- Strong knowledge of anaerobic microbiology
- Skills in carrying out and analysing genomic, metagenomic and metatranscriptomic analyses of gut microbial systems
- Have some knowledge of anaerobic culture techniques or a suitable base from which to learn these quickly
- Have the research skills to investigate the interactions between microbes and their animal hosts, preferably in the rumen or other gastrointestinal system, or other analogous environments

## EDUCATION & QUALIFICATIONS

- PhD degree in Microbiology or Microbial Bioinformatics
- A minimum of ten years as a practising scientist in a related field of science.

## CAPABILITIES & EXPERIENCE

- Experience in the application of scientific research, technology development, technology transfer and the application of complex specialist expertise.
- Has a proven record of accomplishment of research and development in Rumen Microbiology with a national reputation and at least 10 years relevant post-graduate scientific experience.
- Excellent peer-reviewed publication record in high impact scientific journals.
- Uses scientific methodologies for all research, including literature searching; hypothesis-based experimental design and statistical analysis; and follows rigorous development and documentation procedures for research protocols.
- Knowledge and interest in New Zealand pastoral agriculture industries.
- Follows rigorous development and documentation procedures for research protocols.
- Has a clear understanding of the principles behind intellectual property.



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## 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



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