

<b>Position Title:</b>	Casual Technician
<b>Reports To:</b>	Science Team Leader – Environmental Science South
<b>Direct Reports:</b>	Nil
<b>Group:</b>	Ethical Agriculture
<b>Key Relationships:</b>	Technicians, Scientists, and research partners
<b>Location:</b>	Invermay Campus, Mosgiel

## 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 Mātauranga Māori.

Environmental Science South is a world-leading team of researchers developing solutions for environmental challenges in pastoral agriculture.

## POSITION SCOPE & PURPOSE

The Technician coordinates and carries out data collection and processing of biological samples in a range of research projects, as directed by the Project Leader. Current projects include collection of water samples for nitrate leaching estimation, pasture and soil samples for pasture growth and soil health assessment. Activities are regularly undertaken at short notice, outside of regular office hours including rostered on for weekends and in variable weather.



## KEY ACCOUNTABILITY AREAS

### RESEARCH CONTRIBUTION

- Collects and processes biological samples in the field and laboratory. Data entry and processing may be required.
- Works flexibly to accommodate experiments that may require tasks to be carried out outside normal working hours. Able to be work weekends as part of a regular roster.
- Works to well established testing routines given by verbal or written procedures.
- Performs a variety of routine tasks under supervision, using established methods, practices, and programmes given by verbal or written procedures by the Project Leader.
- Assembles materials and sets up experiments within set timeframes.
- Conducts work in an efficient and accurate manner to ensure results are produced for analysis and reporting.
- Assists Project Leader, Research Associates and other Researchers as directed.
- Plans and arranges daily work schedule effectively to meet project requirements.

### 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.

### INFORMATION MANAGEMENT

- Ensure that all information created or received during your work is managed as per AgResearch Information Management Policy. This includes naming, storing, classifying, and ensuring it is available to other staff as per the Policy.



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## ORGANISATIONAL OBJECTIVES

- Applies 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 for understanding and applying AgResearch policy, processes, systems, and procedures daily.
- 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 activities 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

- An undergraduate degree in agriculture and/or environmental science, or relevant practical scientific experience.
- A valid driver's license is required.

### CAPABILITIES & EXPERIENCE

- The candidate must have a keen interest in learning laboratory and field technical skills.
- Skills and experience with research experimentation, including collecting biological samples such as air, soil, soil biology, plants, and water, is preferable.
- A moderate to high level of physical strength and fitness is required for the field-based work.
- A comfort and desire to work outdoors is preferable, including working around farm animals and driving 4x4 utes on farms.
- Ability to work without direct supervision (following training), and outside of usual office hours, as and when required.
- Ability to show initiative and to work independently and safely.



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- Excellent interpersonal skills.
- Knowledge and interest in New Zealand pastoral agriculture industries with particular focus on local regions.
- Proficient computer skills with knowledge of Microsoft Office, especially spreadsheets.
- An eye for detail and the ability to complete repetitive and routine tasks to a high degree of quality.
- A commitment to health and safety, both personally and at an organisational level.



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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.	
Anticipating Problems	Forecasts and detects errors, gaps, and potential flaws.
Detail Focus	Performs work with care, accuracy, and attention to detail.
Leveraging Work Skills	Applies technology and job-relevant abilities to complete work tasks.
Listening to Others	Listens and restates the ideas and opinions of others to improve mutual understanding.
Processing Information	Gathers, organises, and analyses diverse sources of information.
Quality Focus	Strives to meet quality standards and produce quality work products.
Safety Focus	Attends to precautions and proper procedures to guard against work-related accidents and injuries.
Solving Problems	Identifies solutions given available information.
Teamwork	Collaborates with others to achieve goals.
Time Management	Plans and prioritises work to maximise efficiency and minimise downtime.



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