

Position Title:	Research Associate
Reports To:	Science Team Leader – Environmental Science North
Direct Reports:	Nil
Group:	Ethical Agriculture
Key Relationships:	Scientists, research partners, internal and external customers
Location:	Ruakura Campus, Hamilton

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.

POSITION SCOPE & PURPOSE

This role is responsible for planning, carrying out, and reporting on specific experimental objectives inside the framework of a research project, as part of one or more, multi-disciplinary project teams delivering high quality science outcomes relevant to pastoral industry priorities. The Research Associate will work with others to support the delivery of successful R&D proposals.

The Research Associate will support field and lab experiments, coordinate and carry out data collection, data analysis and reporting, both in the field and in the laboratory, for research projects as directed by the supervisor/project leader. Tasks include sampling and processing soil, gas, plants, and water, with guidance from other technical staff. This position requires someone who can demonstrate an ability to independently conduct technical duties, including planning, data collection, research and analysis and reporting of results, in regular contact with supervisor to review progress. Initiative and original thinking in relation to problem solving or modification of methods is required in this role.



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KEY ACCOUNTABILITY AREAS

RESEARCH STRATEGY AND DELIVERY

- Delivers consistent high quality relevant research.
- Actively shares information, knowledge and expertise to facilitate AgResearch-wide success.
- Plans, conducts, investigates, schedules and/or co-ordinates detailed phases of work for a total project of moderate scope. This may take place in the lab, at farms, or at other locations.
- Exercises independent judgment in the evaluation, selection, adaptation and modification of standard techniques, processes and criteria.
- Devises new approaches to problems encountered; works within conventional practices but may incorporate complex features.
- Liaises with representatives of the New Zealand pastoral industry, and regulatory bodies, to ensure samples are collected and transported in an appropriate and timely manner.
- Actively mentors on overall objectives, priorities, expenditures, scientific approach, health & safety, and publication of results.
- Undertakes other responsibilities as required to reflect changing demands.
- Ensures agreed objectives are delivered within budget.
- Prepares, develops and updates lab guidelines, manuals, and SOPs in line with best practise.
- Communicates effectively with internal and external customers.

SCIENTIFIC EXCELLENCE

- Contributes to high quality research outputs and achievement of project milestones with budgets.
- Maintains an active involvement in the wider agricultural research communities.
- Publishes research findings in refereed journals and at scientific conferences.
- Writes reports, product manuals and contributes to securing patents.

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



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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 the course of your work is managed as per AgResearch Information Management Policy. This includes naming, storing, classifying, and ensuring it is available to other employees as per the Policy.

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:

EDUCATION & QUALIFICATIONS

- Relevant Tertiary qualification in a related field (e.g. soil, environment, agronomy, or earth science), or relevant work experience in research or agricultural industry.
- At least 3 years' experience as a Research Associate in a relevant field.

CAPABILITIES & EXPERIENCE

- Experience in implementing an assigned research product/product plan.
- Ability to work without direct supervision as and when required.
- Knowledge and interest in New Zealand's pastoral agriculture industries.
- Experience in environmental measurements and sampling procedures.
- Problem solving skills and experience, and an ability to "think outside the box".
- An eye for detail and the ability to complete repetitive and routine tasks to a high degree of quality.
- Demonstrated experience in following rigorous development and documentation procedures for research protocols.
- Proficient computer skills with knowledge of Microsoft and Excel.
- Experience with safe and effective use of chemicals.
- Physically able to carry out field work, including leachate and gas sampling, soil and plant sampling and heavy work like excavation of lysimeters.
- Knowledge, or an interest, in sensor technologies that could be used in the field is an asset, as well as a working knowledge of farm scale models for the generation and analysis of data.
- Has a commitment to health and safety, both personally and within the team and wider organisation.



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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 loyalty.



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