

Position Title:	Scientist – Proteomics
Reports To:	Science Team Leader, Proteins & Metabolites
Direct Reports:	Nil
Group:	Smart Foods and Bioproducts
Key Relationships:	Science Team Leaders, Science Group Managers, Technicians, Scientists, Research Partners and Stakeholders, Partnerships, Research office, internal and external customers, and external suppliers
Location:	Tuhiraki Campus, Lincoln

WHO WE ARE

We are passionate innovators dedicated to making a difference in 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 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

The proteomics scientist will be responsible for the delivery of research projects involving high-quality proteomics and peptidomics approaches, relevant to agricultural and pastoral industry priorities. In most projects, the scientist will be part of a multi-disciplinary project team.

The role will focus on establishing new proteomics, peptidomics and proteogenomics workflows to answer complex questions in a variety of agricultural related samples (from soil to plate). Additional involvement in the development and implementation of novel strategies for protein data acquisition, data analysis and data visualisation led by the proteomics platform will be required.

The scientist 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.



Our Future

Bright Minds

Leading the Way

Significance

Balance

KEY ACCOUNTABILITY AREAS

RESEARCH DELIVERY

- Collaborates across AgResearch to consistently deliver high-quality, relevant research in accordance with credible science criteria and in alignment with the AgResearch Science Priorities and/or Commercial Funding.
- Plans and conducts mass spectrometry-based proteomics experiments, analyses and interprets data
- Helps in maintaining and troubleshooting of HPLCs and mass spectrometry equipment.
- Has an understanding of IP, and able to manage the use of IP within research. Responsible for leveraging AgResearch IP to achieve research/business outcomes.
- Undertakes and manages experiments according to standard protocols and procedures, and in keeping with ethical and biosafety requirements.
- Allocates the majority of time to science project work, achieving target chargeable hours as agreed with the Team Leader and business.
- Contributes to building and maintaining a strong culture of partnership with internal and external stakeholders, focused on creating impact.
- Completes high quality research work as directed by Supervisors and Team Leaders.

SCIENTIFIC EXCELLENCE

- Consistently delivers high quality, relevant research in accordance with credible science criteria.
- Has well-developed analytical abilities with knowledge of a range of methods.
- Produces manuscripts at a high internationally acceptable standard as per agreed timelines.
- Writes and publishes articles in peer-reviewed journals/digests that highlight findings from research.
- Demonstrates science credibility as the senior author in refereed journals and conference.

PROJECT MANAGEMENT

- Actively involved with the identification of new opportunities for delivering R&D solutions and by leading and contributing to the development of new project proposals.
- Works within AgResearch Project Management guidelines to identify and define suitable research projects, plans and timelines.



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- Plans, conducts and coordinates detailed phases of work in accordance with agreed project management principles.
- Contributes to high quality research outputs and achievement of project milestones within budgets.
- Identifies gaps or opportunities in project plans; evaluates and implements changes as necessary.

ORGANISATIONAL OBJECTIVES

- Participates in developing Māori cultural capability to fulfil our responsibilities as a Te Tiriti partner.
- Participates in AgResearch performance processes as per the Performance Management Policy, ensuring objectives are set with your manager and a robust development plan is in place.
- Embraces the AgResearch Values Framework and continuously develops behaviours to support these values.
- Ensures all information created or received during 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.
- Understands and applies AgResearch policies, processes, systems, and procedures daily.
- Performs additional tasks, duties and/or responsibilities as directed by your people leader.

HEALTH AND SAFETY

- Maintains current knowledge and complies with AgResearch's Health and Safety and Wellbeing (Te Whare Tapa Whā) policies, frameworks, systems, and procedures.
- Identifies and reports incidents, hazards, near misses and safety observations via AgResearch's Health and Safety reporting system.
- Sets expectations for health and safety; educates and trains peers and less experienced researchers.



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PERSON SPECIFICATIONS

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

REQUIRED QUALIFICATIONS

- Post-graduate qualification (PhD) in biology, biochemistry, analytical chemistry or similar

CAPABILITIES & EXPERIENCE

- A strong background in protein science, proteomics and mass spectrometry, broad knowledge in protein extraction in a variety of sample types.
- Hands-on experience in the operation and troubleshooting of nanoLC and HRMS instrumentation (e.g., Orbitrap, qTOF, IMS-TOF, etc.).
- Experience in the analysis of complex protein data using commercial and/or open-source software - including DIA-NN, Peaks Online, Spectronaut and R-studio.
- Innovative and integrative thinking to develop, conceptualise, and analyse new methods and ideas.
- Excellent communication, time-management, and organisational skills.
- A 'can do' attitude to complex problem solving.
- An understanding of or a willingness to develop capability in Te Tiriti o Waitangi, te reo Māori and tikanga.
- Knowledge and interest in New Zealand pastoral agriculture and agrifood industries.
- Proven track record of peer-reviewed publications.
- Follows rigorous development and documentation procedures for research protocols.
- Has a clear understanding of the principles behind intellectual property.
- A commitment to health and safety, both personally and at an organisational level.



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COMPETENCIES

Organisational-wide competencies – the competencies the organisation determines 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 and/or grow beyond job requirements.
Role-based competencies – these are the competencies required to perform this role.	
Quality Focus	Strives to meet quality standards and produce quality work products.
Networking	Builds and maintains a system of strategic business connections.
Industry Insights	Applies knowledge of industry trends and outlooks to achieve organisational goals and objectives.
Teamwork	Collaborates with others to achieve goals.
Financial Insight	Applies financial knowledge to achieve organisational goals and objectives.
Driving Innovation	Stimulates creative ideas and perspectives that add value.

