

## POSITION DESCRIPTION

<b>Position Title:</b>	Scientist
<b>Reports To:</b>	Science Team Leader
<b>Direct Reports:</b>	Nil
<b>Group:</b>	Resilient Agriculture
<b>Grade:</b>	
<b>Key Relationships:</b>	<b>Internal:</b> Scientists and technicians, Research Partners, Business Managers, Partnerships & Programmes Office, The Research Office <b>External:</b> Internal and External customers including seed companies, agricultural industry good bodies such as Dairy NZ and the New Zealand Government including MBIE and MPI
<b>Location:</b>	Grasslands, Palmerston North

## WHO WE ARE

The Bioeconomy Science Institute is New Zealand's newest Public Research Organisation, formed through the merger of AgResearch, Plant & Food Research, Manaaki Whenua – Landcare Research, and Scion. The Bioeconomy Science Institute exists to power New Zealand's transition to a circular, resilient, and prosperous bioeconomy. Through world-leading science, the Bioeconomy Science Institute drives innovation across agriculture, horticulture, forestry, aquaculture, biotechnology, and manufacturing. It protects and enhances ecosystems, strengthens biosecurity and climate resilience, and develops cutting-edge bio-based products and technologies.

## POSITION SCOPE & PURPOSE.

With expertise in plant molecular biology and physiology, this full-time 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 job holder will work with others to identify and convert opportunities into successful R&D proposals and outcomes. They will establish connections with industry stakeholders and develop a sound understanding of challenges faced.

The purpose of the role is to consistently contribute to the delivery of high-quality plant science research in support of plant breeding innovations that grow the New Zealand bioeconomy, in alignment with the BSI Statement of Corporate Intent. The role will include:

1. Providing molecular biology and physiology capability to research supporting improvement of productivity, environmental impact and climate resilience of plants, with a particular focus on pasture species and plant-microbe interactions.
2. Developing and implementing experimental designs, conducting data analysis and interpretation from experiments.



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3. Contributing to the design, implementation, and leadership of plant science research programmes.

## KEY ACCOUNTABILITY AREAS

### RESEARCH STRATEGY AND DELIVERY

- Plans, conducts and coordinates detailed phases of work for major projects or complete projects of moderate size.
- Contributes to high quality research outputs and achievement of project milestones within budgets.
- Identifies new opportunities for delivering R&D solutions to the NZ Pastoral industry in collaboration with appropriate staff including Science Group Leaders, Science Team Leaders, Science Impact Leaders and other Scientists.
- Contributes to the development of successful funding proposals that attract revenue and offer solutions to existing and new customers.
- Displays a collaborative approach that optimally draws on knowledge and capability across the organisation to deliver the best possible outcome.
- Coordinates project teams and the day-to-day performance management relevant to that project.
- Engages in the development of new products and practices.

### SCIENTIFIC EXCELLENCE

- Works pro-actively to consistently deliver high quality relevant research
- Demonstrates science credibility as the senior author in refereed journals and conference papers.
- Writes product manuals and contribute to securing patents.
- Maintains an active involvement in the wider pastoral and plant biology research communities.

### RELATIONSHIP MANAGEMENT

- Actively contributes to building and maintaining a strong culture of partnership with stakeholders, focussed on creation of impact in their sectors.
- Works with Sector Managers, Account Managers, 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

- Maintain current knowledge and comply with all AgResearch's health, safety, and wellbeing (Te



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Whare Tapa Whā), policies, frameworks, systems, and procedures.

- Demonstrate safe workplace behaviour by taking all practicable steps to ensure own and other's safety in the workplace, coaching and influencing your people to ensure goals are met.
- Identify and report incidents, hazards, near misses and safety observations via AgResearch's health and safety reporting system.

### ORGANISATIONAL OBJECTIVES

- Actively participates in developing capability to strive towards our responsibilities as a tiriti partner. This includes, Te Tiriti o Waitangi training, te reo Māori me ōna tikanga, cultural bias training and actively supporting Māori employees to mitigate inequities.
- Ensures 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 staff as per the policy.
- Actively participates in AgResearch performance process including setting objectives and having a robust development plan. Proactively and constructively 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 daily.
- Commits to accurate and timely information sharing and recordkeeping as per set organisational standards.
- The accountabilities set out above are not exhaustive. Therefore, it may be necessary for you to undertake other reasonable accountabilities as required, which are within your abilities.



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## PERSON SPECIFICATIONS

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

### EDUCATION & QUALIFICATIONS

- PhD in plant molecular biology, plant physiology or plant science, preferably with a focus in pasture species.
- Relevant practical experience in at least one post-doctoral position, or equivalent role

### CAPABILITIES & EXPERIENCE

- A strong interest in plant biology
- Skilled in plant molecular biology techniques and plant physiological phenotyping.
- Specific knowledge and experience in pasture plants
- Preferred:
  - Knowledge and research experience of plant symbioses or plant-microbe interactions
  - Knowledge and research experience of plant response to abiotic stresses
  - Practical experience or knowledge of analysing genomic, genetic or gene expression data.
- Knowledge and interest in New Zealand pastoral agriculture 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.
- 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.	
Plant molecular biology	Able to conduct analyses of plant genomes, gene expression, and regulatory networks.
Plant physiology	Ability to research plant function, physiological processes and stress responses at whole plant and molecular levels.
Data analysis	Ability to implement statistical and bioinformatic analyses.
Teamwork	Collaborates with others to achieve goals.
Driving Innovation	Stimulates creative ideas and perspectives that add value.

