

POSITION DESCRIPTION

Position Title:	Scientist – Animal Geneticist
Reports To:	Science Team Leader – Animal Genomics
Direct Reports:	Nil
Group:	Digital Agriculture - Animal Genomics
Key Relationships:	Science including Statisticians and Bioinformaticians, internal and external customers
Location:	Invermay, Mosgiel

WHO WE ARE

The Bioeconomy Science Institute brings together AgResearch, Manaaki Whenua - Landcare Research, Plant & Food Research and Scion into a single organisation. We are here to support the growth and resilience of the bioeconomy in New Zealand and beyond.

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 group'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

The Animal Genomics team is seeking an enthusiastic scientist with expertise in novel approaches to genetic improvement in animals to join us. The successful candidate would have experience in the use of novel phenotyping methods with an emphasis on multi-dimension and/or molecular phenotypes and have integrated them along-side genomic data to transform breeding programmes of the future.

This role sits at the interface of research and application providing opportunities to contribute to both fundamental research and the development of tools that directly benefit New Zealand's animal production sectors. This role provides critical support for the planning, coordination, and execution of diverse research projects, ensuring high-quality scientific outcomes.



Our Future



Bright Minds

Leading the Way

Significance

Balance

POSITION DESCRIPTION

This position is ideal for someone with a strong foundation in the use of novel phenotypes within genetic evaluations and genomics who is highly organised, able to manage multiple priorities, and passionate about New Zealand's animal-based industries.

Whilst the successful candidate will have a predominantly computer-based role, it is an expectation that the successful candidate will support trial work being undertaken by the team as required. This not only supports the team but also provides context as to where our data comes from.

The successful candidate will work in a collaborative environment, engaging with company peers, and with external national and international collaborators.

KEY ACCOUNTABILITY AREAS

RESEARCH STRATEGY AND DELIVERY

- 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.
- 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.
- Displays a collaborative approach that optimally draws on knowledge and capability across the organisation to deliver the best possible outcome.
- Contributes to the development of successful funding proposals that attract revenue and offer solutions to existing and new customers.

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.
- Maintains an active involvement in the wider pastoral and genomics research communities.



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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 Partnerships and other Scientists to maintain strategic partnerships and generate new opportunities.
- Networks with and presents seminars to industry stakeholders in the wider pastoral community.

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 staff as per the policy.

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

- 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.



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- 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.
- Performs additional tasks, duties and/or responsibilities as directed by your people leader.
- 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 Animal Genomics, Quantitative Genetics, Bioinformatics, or related discipline.

CAPABILITIES & EXPERIENCE

Essential –

- PhD in Animal Genomics, Quantitative Genetics or related discipline
- Experience in novel multi-dimensional and/or molecular phenotypes and genomic data analysis, ideally in animal systems.
- Excellent project management skills.
- Willingness to work on a variety of projects.
- A good understanding of animal genetics and application in industry.
- Expertise in genetic analysis software (e.g. Mix99, R, ASReml, Beagle, FImpute, VCFtools, R/Bioconductor or equivalent).
- Proficient in programming language such as Python, Fortran, Julia or a related language with experience in writing scripts to automate analysis.
- Excellent knowledge and attention to detail with database interaction and high-performance compute systems.
- Excellent communication and presentation skills.
- Knowledge and interest in New Zealand animal-based industries.
- 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.
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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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