



POSITION DESCRIPTION

Position Title:	Senior Technician
Reports To:	Team Leader, Animal Genomics
Direct Reports:	Nil
Group:	Animal Genomics
Key Relationships:	Scientists, fellow technicians (field and laboratory), research partners, internal/external customers, external suppliers
Location:	Invermay Campus, Mosgiel

WHO WE ARE

The Bioeconomy Science Institute brings together Bioeconomy Science Institute, 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 Bioeconomy Science Institute 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 Bioeconomy Science Institute Animal Genomics Team develops innovative genomic technologies and trait-measurement systems to accelerate genetic gain in New Zealand's pastoral industries. We support broad industry adoption by maintaining strong links with international experts, industry partners and farmer groups.

We have a team of field technicians, that the successful applicant would be part of, who contribute to genetics and genomics projects (sheep, cattle and deer). Our field technicians have several parts to their role including:-

- Planning, contributing to, and overseeing data and sample collection from livestock. The data and samples take a variety of forms and can be collected on breeder and commercial farms throughout New Zealand, on our research farms, in meat processing plants or in our meat laboratory.
- Processing the data and samples directly collected by the team and supplied by others, with a strong emphasis on data quality given the results of our work are used in industry.
- Ensuring projects are compliant with Animal Ethics requirements.
- Ensuring maintenance of equipment.
- Preparation and maintenance of Standard Operating Procedures.
- As required supporting the DNA laboratory-based team with basic laboratory tasks.

As such our technician roles require someone who can work independently, or in a team, locally and remotely, can plan and undertake data and sample collection involving livestock and can curate data using data quality control measures for inclusion in varied analysis. The work involves original thought, innovation, problem-solving and communication.

This role is full-time, based at our Invermay campus, but this particular role has a strong emphasis on data and sample collection from breeders' properties and will include a significant amount of travel throughout New Zealand across the year.

KEY ACCOUNTABILITY AREAS

RESEARCH AND TECHNICAL IMPACT

- Ability to independently plan and executes major components of research projects with minimal input from Science Project Leaders.
- Oversees and conducts complex field and laboratory data collection across multiple species and environments, ensuring robust experimental design and high data integrity.
- Evaluates and refines data-collection methodologies; recommends improvements to enhance efficiency, reliability and scientific value.
- Coordinates resources, equipment, logistics and schedules for multi-site data and sample collection, including leading field operations.
- Works flexibly to accommodate data collection that may occur outside normal working hours or require extended travel.
- Applies advanced judgement when adapting protocols to challenging field conditions and provides solution-focused recommendations to Science Project Leaders.
- Ensures accurate processing, quality control and curation of large datasets for downstream genomic, statistical, or phenotypic analysis.
- Maintains and troubleshoots complex equipment; identifies issues early and coordinates external servicing as required.
- Contributes to interpretation of research results and supports and where appropriate leads preparation of scientific outputs, reports, and presentations.

TRAINING, GUIDANCE & TEAM CONTRIBUTION

- Provides technical leadership, mentoring and hands-on training to technicians, interns, casual staff and visitors.
- Oversees task allocation and supports others to adhere to SOPs, data-quality requirements, and animal-handling standards.
- Actively supports team capability development and fosters a collaborative, respectful and high-performing team environment.
- Demonstrates Bioeconomy Science Institute Values and promotes a culture of continuous learning and professional growth.

CONTINUOUS IMPROVEMENT & INNOVATION

- Identifies and develops improved field and laboratory methods through literature review, networking, and practical experimentation.
- Leads documentation and updating of Standard Operating Procedures for areas of expertise.
- Proactively identifies opportunities to enhance efficiency, accuracy, animal welfare, health & safety, or scientific integrity.
- Initiates suggestions for new research directions, improved processes and innovative phenotyping approaches.
- Contributes to technology-transfer activities and supports engagement with farmers, industry groups and collaborators.

HEALTH & SAFETY

- Demonstrates strong personal responsibility for Health & Safety and leads by example in field and laboratory environments.
- Maintains current knowledge of all relevant policies, procedures and risk-management processes.
- Identifies hazards, mitigates risks in real time, and reports incidents promptly and accurately.
- Ensures all activities involving animals, equipment, chemicals or remote sites meet regulatory and organisational safety standards.
- Participates in required training and contributes to continuous improvement of H&S systems.

INFORMATION MANAGEMENT

- Ensure that all information created or received during the course of your work is managed as per Bioeconomy Science Institute company guidelines. This includes naming, storing, classifying and ensuring it is available to other staff as per the policy.

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 Bioeconomy Science Institute Information Management policy. This

includes naming, storing, classifying and ensuring it is available to other staff as per the policy."

- Actively participates in Bioeconomy Science Institute performance process including setting objectives and having a robust development plan. Proactively and constructively contributes to performance conversations and personal development.
- Embraces the Bioeconomy Science Institute Values framework and develops own behaviours to support these values on a continuous basis.
- Takes responsibility to understand and apply Bioeconomy Science Institute 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.

PERSON SPECIFICATIONS

Education & Qualifications

- Tertiary qualification in animal science, genetics or a relevant science discipline; **and/or** at least five years' relevant experience, ideally in a research or stud breeding setting

Capabilities & Experience

- Advanced sheep and cattle handling skills are essential, with proven experience in research or commercial environments.
- Demonstrated ability to independently plan and lead fieldwork involving livestock and technology deployment.
- Experience supervising or mentoring technical staff and coordinating field-team activities.
- Strong data-management skills, including Excel proficiency and experience with data QC. Experience with R is an advantage.
- Ability to travel and work away from home for extended periods during intensive data-collection phases.
- High physical fitness suitable for fieldwork.
- Experience with safe and effective use of chemicals and field/lab equipment.
- Ability to work under pressure during peak periods and adapt to seasonal workflow changes.
- Valid driver's licence.
- Strong communication skills and ability to work with people from diverse backgrounds including farmers, breeders, industry partners and scientists.
- Excellent attention to detail and commitment to producing high-quality, reliable work.

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.

