

Position Description

Date: September 2026

Ref:

Position | Tūranga: Research Associate

Responsible to Tō kaiwhakahaere:	Science Team Leader, Animal Genomics
Direct Reports Tangata whakahaere:	None
Indirect Reports Ngā Ripoata Autaki:	None
Group Tari:	Digital Agriculture
Function Wāhanga:	
Team Tima:	Animal Genomics
Location Wāhi:	Invermay Campus, Mosgiel
Employment Type Momo Mahi:	Permanent
Korn Ferry Grade Taumata Korn Ferry:	15

Working Relationships | Ngā Whanaungatanga Matua

Internal O roto	External O waho
- Scientists - Fellow Technicians (Field and Laboratory) - Research Partners	External customers

Organisational context

The Bioeconomy Science Institute Maiangi Taiao has formed through the merger of AgResearch, Plant & Food Research, Manaaki Whenua - Landcare Research, and Scion. Our purpose is to drive innovation and commercial outcomes in the bioeconomy, using research and technology to support enduring economic growth and resilience, a healthy environment and beneficial social outcomes for New Zealand. We pursue opportunities to lift innovation, commercial outcomes, and adoption of advanced technology to drive economic growth across New Zealand. Through world-leading science, we drive innovation across agriculture, horticulture, forestry, aquaculture, biotechnology, and manufacturing. We protect and enhance ecosystems, strengthen biosecurity and climate resilience, and develop cutting-edge bio-based products and technologies.

We honour Te Tiriti o Waitangi and embed te ao Māori throughout our transformation journey. As we come together, we are committed to learning and growing together through inclusive, equitable, and culturally responsiveness ways of working. All roles contribute, in ways relevant to their work, to giving effect to our Te Tiriti commitments through partnership, participation, protection and equity.

Role purpose | Te Take o te Tūranga

The Bioeconomy Science Institute Animal Genomics Team develops and applies genomic technologies and trait-measurement approaches to support genetic improvement in New Zealand's pastoral industries. Our research spans sheep, cattle and deer and is undertaken in collaboration with farmers, breeders, industry partners and research organisations in New Zealand and internationally.

Our Research Associates play a key role in generating the high-quality livestock data and samples that underpin our genetics research. The successful applicant will join this team in a diverse, hands-on role that includes:

- Planning, coordinating and undertaking livestock data and sample collection on research, breeder and commercial farms throughout New Zealand, as well as in meat processing plants and our meat laboratory.
- Processing, managing and quality-checking data and samples collected by the team or supplied by collaborators, with a strong focus on data quality and integrity.
- Ensuring research activities are undertaken in accordance with Animal Ethics requirements and maintaining high standards of animal welfare.
- Following Health and Safety requirements, identifying and managing risks associated with field and laboratory activities, and contributing to a safe working environment for themselves and others.
- Supporting our laboratory team with basic laboratory activities when required.

The role suits someone who can work effectively both independently and as part of a team, including when working remotely from Invermay. It requires strong practical livestock skills, attention to detail, initiative and problem-solving, together with the ability to manage and quality-check research data.

This is a full-time position based at our Invermay campus and includes travel throughout New Zealand for livestock data and sample collection.

Accountabilities | Ngā whakaritenga

Research And Technical Impact

- Plans, co-ordinates and undertakes field data and sample collection, ensuring high-quality accurate research data.
- Travels throughout New Zealand for research activities, with some flexibility in working hours required during periods of field work.
- Manages and quality-checks research data and contributes to analysis, interpretation and reporting of results.
- Operates and maintains specialist research equipment and helps resolve practical or technical issues as they arise.
- Following training provides support to the genomics laboratory team with basic laboratory tasks.

Training, Guidance And Team Contribution

- Shares technical expertise and provides practical training and support to colleagues, students and visitors.
- Supports good practice in data collection, animal welfare and health and safety.
- Works collaboratively across the Animal Genomics team and other Bioeconomy Science Institute teams and contributes to a positive and supportive working environment.

Continuous Improvement And Innovation

- Contributes to the development and improvement of research methods and standard operating procedures.
- Identifies practical ways to improve data quality, efficiency, animal welfare and research delivery.
- Brings ideas and practical experience to new research approaches and engagement with research and industry partners.

Information And Records Management | Te Whakahaere | Ngā Mōhiotanga Me Ngā Putu Raraunga

- Ensure that information and records are maintained, created, and disposed of in compliance with relevant statutory, regulatory, and Institute policy requirements, documenting business transactions and activities securely and following established policies and procedures.

Health, Safety, And Wellbeing | Hauora, Haumaru Me Te Oranga

- Contribute to a positive health, safety and wellbeing culture by taking reasonable care for their own health, safety and wellbeing and that of others; complying with legislative requirements, organisational policies and standard operating procedures; reporting hazards, incidents, near misses, and safety observations; and promoting psychological wellbeing through open communication and the early recognition of stress, fatigue, and mental health concerns.

Organisational Objectives | Ngā Whāinga Tōpūtanga Katoa

- Actively develops and applies the cultural capability relevant to their role and contributes to giving effect to the organisation's Te Tiriti o Waitangi Framework
- Ensures that all information created or received during your work is managed as per the Institute's Information Management policy. This includes naming, storing, classifying, and ensuring it is available to other employees.
- Actively participates in the Bioeconomy Science Institute Maiangi Taiao performance process, including setting objectives and having a robust development plan. Proactively and constructively contributes to performance conversations and personal development.
- Takes responsibility to understand and apply Institute 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.

About you | Ō Pūmanawa

Educational Requirements | Tohu Mātauranga:

- A tertiary qualification in animal science, genetics or a relevant science discipline, and/or relevant practical livestock experience, ideally in a research or livestock breeding environment.

Skills & Experience | Ngā Pūkenga me ngā Wheako:

- Strong practical livestock handling skills, particularly with sheep and cattle, and a commitment to high standards of animal welfare.
- Experience in livestock research, data collection or similar field-based activities, with the ability to plan, co-ordinate and undertake work both independently and as part of a team.
- Strong communication and interpersonal skills, with the ability to work effectively with farmers, breeders, industry partners, scientists and other team members.
- Practical problem-solving skills and the ability to adapt to changing circumstances during field-based research.
- Excellent attention to detail and a commitment to producing high-quality, accurate data supported by good data-management skills, and experience with data quality checking using Excel.
- A commitment to safe working practices and an understanding of Health and Safety responsibilities in field, farm and laboratory environments.
- Willingness and ability to travel throughout New Zealand and work away from home during periods of field data collection.
- A valid driver's licence.

Ways of working | Ngā ara mahi

Applied Professional Expertise	Applies advanced technical or specialist knowledge and experience within their area of expertise to deliver high-quality outputs and provide reliable advice or support to others.
Planning and Coordination	Plans, prioritises and coordinates own work and contributes to the coordination of related activities to meet objectives, timelines and quality standards, responding flexibly to changing operational demands.
Team Support and Informal Leadership	Provides guidance, technical advice and support to colleagues, sharing expertise and modelling good practice to support team effectiveness and capability. Contributes to a safe, inclusive and collaborative working environment.
Problem solving and Judgement	Uses experience and sound judgement to analyse and resolve non-routine issues within their area of responsibility, balancing operational needs, quality requirements and established frameworks.
Quality and Continuous Improvement	Maintains high standards of quality and reliability, and actively contributes to improving processes, practices and ways of working within their area of expertise.
Communication	Communicates clearly and effectively with colleagues and stakeholders, explaining technical or operational matters in a way that supports understanding and informed decision-making.
Integrity and Accountability	Acts with integrity, professionalism and accountability, taking responsibility for the quality and impact of their work and advice.
Māori Cultural Capability & Te Tiriti	Applies an understanding of Te Tiriti o Waitangi principles in their work, using culturally appropriate practices and engaging respectfully with Māori and others.

Change is an important part of how we grow, innovate and advance as a research organisation. Where changes in our operating environment mean your position description needs to evolve, we will consult with you (and your representative) and consider any impacts on your remuneration, employment status, or development needs before confirming the change.