Position Description

Date: October 2026 **Ref:** Ref code

Position | Tūranga: Farm Worker - Lincoln

Responsible to | Tō kaiwhakahaere:	Research Farm Manager – Lincoln
Direct Reports | Tangata whakahaere:	Nil
Indirect Reports | Ngā Ripoata Autaki:	Nil
Group | Tari:	Finance & Operations
Function | Wāhanga:	Infrastructure & Site Operations
Team | Tīma:	Farm Operations
Location | Wāhi:	Lincoln
Employment Type | Momo Mahi:	Permanent
Korn Ferry Grade | Taumata Korn Ferry:	12

Working Relationships | Ngā Whanaungatanga Matua

Internal | O roto	External | O waho
• Research Farm Manager • Other members of the farm team • Research staff working on the farm • Other BSI employees	• Vets • Contractors • Feed and farm supply companies • Machinery service technicians • Stock transport operators • Visitors

Organisational context

The Bioeconomy Science Institute Maiangi Taiao is a Crown Research Institute, owned by the New Zealand Government and governed by an independent Board of Directors, 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

Lincoln Farm is a busy research farm conducting many trials involving livestock and pasture. The farm team of 8 work closely with the science teams, supporting each other to provide services to science in the management and implementation of research trials.

This position is to assist with operations dedicated to general livestock and pasture on the farm and will involve all farm activities where required.

The Farm Worker will complete general farm duties including assistance with livestock management and trial work. They will assist with field servicing of experiments to ensure trials are implemented according to design protocol and that field resources are maintained to a functional standard, supporting the effective delivery of operational farm activities in line with trial plans and good farming practice.

Accountabilities | Ngā whakaritenga

Service Delivery to Science

- Works collaboratively with science employees to support research goals.
- Maintains detailed records for all farm trials (discussed and planned).
- Carries out trials in accordance with agreed trial plans.
- Maintains and sets up facilities as required. This may include stock movements, assisting with stock weighing, lambing, health testing, sample collection; blood, tissue, water, soil, pasture (training will be given in these areas).
- Advises the Research Farm Manager of any issues or opportunities to improve trials.
- Assists on other farms in the region with field and technical support for trial work and farm operations.

Stock Management

- Carries out day to day management of livestock.
- Maintains an animal welfare programme (disease and control).
- Maintains accurate records of livestock numbers and deaths for monthly stock returns and the livestock database.
- Maintains 1 or 2 trained worked dogs (if required).
- Moves animals in accordance with the general grazing plans.

Maintenance and Repairs

- Basic on farm repairs to maintain water supply, fencing and yards.

Field Support

- Assists with general maintenance on the farm including, installing, maintaining, and repairing fencing and water reticulation.
- Assists with weed spraying, pasture topping, and cultivation as required.
- Maintains cattle and sheep yards.
- Collect pasture data, e.g. C-Dax, Plate meter or visual assessment.
- New ideas to improve farm performance are evaluated and discussed with the Research Farm Manager.

Animal Husbandry

- Feeding out of supplements as directed by the Research Farm Manager or Farm Senior.
- Accurate measurement of all supplements or minerals as stipulated by the Research Farm Manager or Farm Senior.
- Moving stock, setting up grazing paddocks, general stock observation.

- Monitor Animal health and welfare, report any problems and undertake remedies and/or intervention as directed.
- Work with stock in a calm, quiet manner.
- To move animals in accordance with the general grazing plans devised by the Research Farm Manager or Farm Senior.

Cropping, Seed Production and Machinery Operations

- Assist with crop establishment, husbandry and harvesting activities, including cultivation, drilling, fertiliser application, spraying, irrigation and harvest support as directed.
- Safely operate and maintain tractors, farm machinery and implements within training, competency and authorisation requirements, completing pre-start checks and reporting faults promptly.
- Support high-value seed production by maintaining crop quality, accurate paddock and activity records, machinery hygiene, and separation of seed lines to minimise contamination and preserve traceability.

Mating Management

- Assist with monitoring and recording of mating management including stock handling for sheep AI and natural mating.

Special Projects

- Assist with promotional aspects of agricultural research e.g. field days, visitors etc.
- Develop new personal and technical skills as required. This may include, but not limited to ITO certified farm training opportunities in safe and effective handling of farm machinery and tractors, ATV operation, chemical storage and use, chain saw operation and ongoing personal development projects.

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:

- 2+ years relevant agricultural experience.

- Current Full Driver's Licence essential.

Skills & Experience | Ngā Pūkenga me ngā Wheako:

- 1 - 2 years' experience in the application of relevant farming covering recording, diaries, stock rotation/movement, feed planning/management.
- 1 – 2 years' experience with working dogs and be able to exhibit competence in working with them (preferred).
- Experience in animal health maintenance, fencing and water supply.
- An interest in science and research principles.
- Proficient in MS Office and farm technologies such as Trutest and FarmIQ.
- Knowledge of Farm Quality Assurance programmes desirable.
- Must be physically fit.

Ways of working | Ngā ara mahi

Professional Expertise	Applies sound practical and technical knowledge to deliver consistent, accurate work and support operational outcomes.
Planning and Delivery	Plans and manages own work activities to meet agreed timeframes, quality standards and procedures.
Team Contribution and Support	Works constructively with colleagues, contributing to team outcomes and supporting a collaborative environment.
Problem Solving	Identifies and resolves routine issues, using established process and judgement, escalating more complex matters as needed.
Quality and Continuous Improvement	Maintains a focus on quality and reliability and contributes ideas to improve processes and team practices.
Communication	Communicates clearly with colleagues and stakeholders to support effective delivery of work.
Integrity and Accountability	Takes responsibility for own work, acting with professionalism and adhering to organisational standards.
Māori Cultural Capability and Te Tiriti o Waitangi	Demonstrates respect for Te Tiriti o Waitangi through culturally appropriate behaviours and interactions.
Safety Focus	Attends to precautions and proper procedures to guard against work-related accidents and injuries.

Our values | Ā mātou uara

maiangi nuku

ENDURING IMPACT

Grounded in our collective responsibilities, we create lasting impact for our customers and partners while upholding the wellbeing of the taiao.

maiangi tangata

UPLIFTING PEOPLE

People are at the heart of what we do. This calls on us to manaaki, elevate, inspire, and to create an environment where people can be at their very best.

maiangi rangi

ELEVATING INGENUITY

We are aspirational, bringing foresight, creativity, innovation, and courage to build prosperous and enduring opportunities for future generations.

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.