

POSITION DESCRIPTION

Position Title:	Technician
Reports To:	Science Team Leader, Parasitology
Direct Reports:	Nil
Group:	Ethical Agriculture
Key Relationships:	Scientists, research partners, and external customers
Location:	Grasslands Campus, Palmerston North

WHO WE ARE

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 the role of AgResearch Group - New Zealand Institute for Bioeconomy Science Ltd 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 Vision Mātauranga.

POSITION SCOPE & PURPOSE

The Technician coordinates and carries out data collection, data analysis and reporting, whether on field or in laboratory, for research projects as directed by the Supervisor/Project Leader. Assignments involve a range of research tests and techniques through multiple stages of research projects and experiments. Tasks include routine analysis testing involving more than one processing stage. Initiative and original thinking in relation to problem solving or modification of methods are required since testing is at a higher complexity level.

This position requires someone who has the work experience to demonstrate an ability to independently conduct technical duties, including planning, data collection, research and analysis and reporting of results.

This role requires proven, hands-on experience in core parasitology diagnostics and husbandry methods, including faecal egg counting (all standard techniques), larval culture and recovery, and accurate data entry and reporting. The technician must be able to operate independently across farm, field, and laboratory settings (including animal handling and sampling), maintain a high-level quality



and safety, and confidently train and supervise casual technicians. Practical, demonstrated expertise is the primary selection criterion, formal qualifications are desirable but not required.

KEY ACCOUNTABILITY AREAS

RESEARCH CONTRIBUTION

- Collects, evaluates and reports on data and research information as directed.
- Works to well established testing routines given by verbal or written procedures.
- Performs a variety of routine tasks under supervision, which provide experience and familiarisation with methods, practices, and programmes.
- Use 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.
- Assembles materials and sets up experiments within set timeframes.
- Conducts tests in an efficient and accurate manner to ensure results are produced for analysis and reporting.
- Applies established research practices and methods and repeats tests using new techniques or technology as set by the Supervisor/Project Leader.
- Works flexibly to accommodate experiments that may require tasks to be carried out outside normal working hours (e.g weekends).
- Remains up to date with advances in area of expertise and legislative requirements applying to relevant operations.
- Provides straightforward solutions to problems, using readily available clear and direct references.
- Support Senior Scientists with written and oral communication of science findings as directed.
- Assists Scientists and Researchers as directed.
- Plan and arrange daily work schedule effectively to meet project requirements.

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 employees 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

- Applies prescribed project management methodology into all project work.
- Applies principles of continuous improvement by taking ownership for identification, analysis and investigation of work-related matters with the intent to improve, manage compliance and initiate best practice in our place of work.
- Actively participates in and 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 for understanding and applying AgResearch policy, processes, systems, and procedures on a daily basis.
- 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.
- Assists and supports AgResearch activities across different science groups and business units, as agreed with your people leader.



PERSON SPECIFICATIONS

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

EDUCATION & QUALIFICATIONS

- Extensive experience in parasitology or veterinary diagnostics laboratories (10 years plus).
- Demonstrated independent, SOP-driven delivery across core methods (FEC, larval culture/ID, sample receipt & traceability, reporting), with QA/QC practice and ability to train and supervise casuals.

CAPABILITIES & EXPERIENCE

- Proven track record delivering assigned laboratory workflows/study protocols to specification (from sample receipt through to reporting), with strong QA/QC.
- Ability to work without direct supervision and to prioritise multiple tasks across farm, field, and lab environments.
- Diagnostics and sampling: FEC (McMaster, FLOTAC, Parasight); larval culture, recovery and identification (microscopy); animal handling and sampling; pasture herbage and soil processing; routine lab maintenance.
- Ability to train and supervise casual/temporary technicians in standard laboratory methods and safety practices.
- Knowledge and interest in New Zealand pastoral agriculture industries.
- Follows rigorous development and documentation procedures for research protocols.
- Experience working in an environment that requires an understanding of Health & Safety requirements when handling materials and substances that may be hazardous.
- Proficient computer skills with knowledge of Microsoft and Excel.
- Experience with safe and effective use of chemicals.
- An eye for detail and the ability to complete repetitive and routine tasks to a high degree of quality.
- Clear understanding and experience using the principles of intellectual property.
- Has a commitment to health and safety, both personally and within the team and wider organisation.



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.



Our Future

Bright Minds

Leading the Way

Significance

Balance



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