

# POSITION DESCRIPTION



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<b>Position Title:</b>	Research Scientist
<b>Reporting To:</b>	Group Manager New Materials and Biotechnology
<b>Group:</b>	New Materials and Biotechnology
<b>Location:</b>	Lincoln
<b>Status:</b>	Full-time fixed term to 30 September 2026
<b>Date:</b>	March 2025
<b>Purpose of Position:</b>	To support work on objectives in MBIE Programmes related to cellulose and keratin as well as identify opportunities for and deliver projects on added value biological materials.

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## Company Information

Lincoln Agritech Limited (LAL) is a leading-edge research and development company. Our innovative research and development of responsive, sustainable solutions enables industries and communities to thrive globally in a healthy environment.

Our impact areas are: sustainable production; protecting water resources; enhancing natural materials; action on climate change; and sustainable economic growth.

Outcomes of Lincoln Agritech's work are:

- Growers can increase productivity sustainably.
- Businesses can extract higher value from natural materials.
- Growers and industries have tools for managing greenhouse gas emissions.
- Climate change impacts are predicted and mitigated.
- Government and industries can develop strategies for managing clean, accessible and efficiently used water.
- Industries have access to novel sensing for animal and plant health, biodiversity, crop and stock management.

Lincoln Agritech is a 100% subsidiary of Lincoln University and a registered charity. We are a team of around 80 people. We are based on campus at Lincoln University, 20 km west of Christchurch, New Zealand. Our North Island office is located on the Ruakura Research Campus in Hamilton, New Zealand.

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## Key Responsibilities

### *Research Activities*

- Research activities related to MBIE funded projects *Novel Cellulose Fibres Regenerated From New Zealand Plants Resources for Textile Use* and *Smart, Functional, High-Performing Keratin Structures For New Biologically Derived Export Products*.
- Identify opportunities for project adding value to the NZ bioresource by targeting companies and working with them to deliver projects related to their bioresource.
- Be a proactive, engaged and highly contributing member of the team, providing a range of well-researched input into the project to strengthen its outcomes.
- Assist in delivering written reports, project management, and meetings as reasonably required.
- Maintain records of project activities, correspondence and expenditure, and complete all company administrative requirements accurately and on time.

### *General*

- Cultivate commercial linkages that will further develop research and development activities for the company.
- Provide input and undertake new commercial research projects as reasonably required from time to time.
- Provide technical advice and support to the team.
- Active and visible contributor to the group and wider company.

### *Health and Safety (H&S)*

- Comply with all company and Lincoln University health and safety policies and procedures.
- Report any identified hazard, and all workplace injuries and incidents in a timely manner.
- All legislative requirements in respect of workplace health and safety are complied with.
- Protective clothing/apparatus are used where appropriate.

### *Treaty of Waitangi*

- Support the company to meet its obligations under the Treaty of Waitangi.
- Demonstrate, and encourages others to demonstrate, support for the company's commitment to the Treaty of Waitangi.

### *Other Duties as Required*

- Perform other reasonable duties as agreed and requested by the Group Management team or CEO.
- Provide services to an agreed standard.
- The company's common goals are achieved collaboratively.
- Comply with all company and Lincoln University policies and procedures.

## Authorities

This position is not responsible for the supervision of staff. This position has a delegated authority in line with the company's delegated authority policy.

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## Key Relationships

The appointee is expected to establish effective working relationships with:

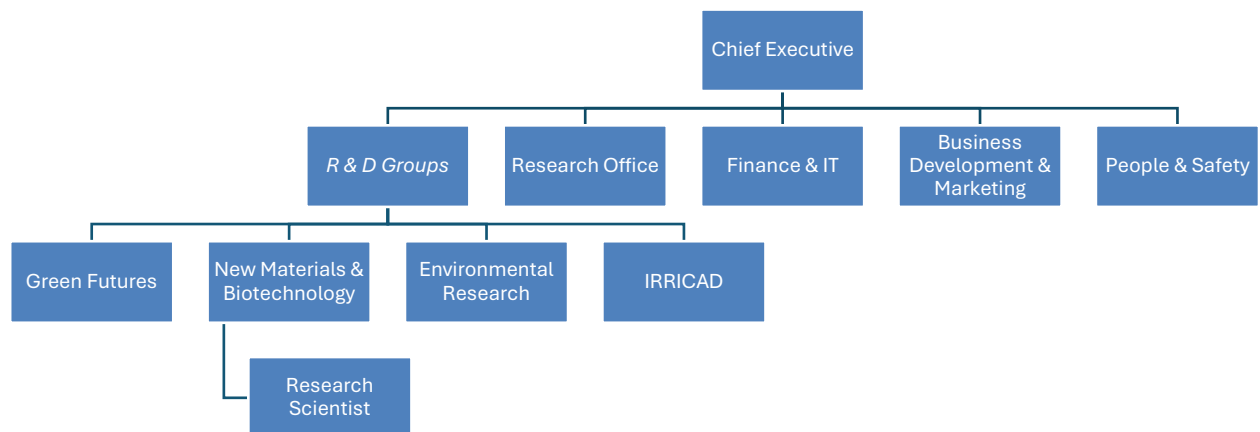
### *Internal*

- Staff within the New Materials and Biotechnology Group.
- The wider Lincoln Agritech team.
- Staff at Lincoln University, as required.

### *External*

- Clients and partners including WRONZ and Wool Source.
- Contractors and sub-contractors.
- Professional bodies.

## Organisational Context



## Key Capabilities

### *Qualification*

- A relevant PhD.
- The ability to legally work in New Zealand.

### *Experience*

- PhD and postdoctoral level experience in chemical laboratories.

### *Technical Skills*

- Strong stakeholder communications.
- Sound problem solving skills, with demonstrated creativity.

### *Personal Attributes*

- Good levels of emotional intelligence.
- Sound attention to detail.
- Acts with integrity and honesty at all times.
- Good oral and written communication skills.
- A motivated self-starter, with demonstrative initiative.
- A positive attitude to professional and personal development.

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## Key Competencies

### *Collaboration*

- Provide help and support to others readily.
- Be respectful, courteous and polite towards others.
- Value the opinions and ideas of others.
- State personal opinions and areas of disagreement tactfully.
- Support group decisions following the team consensus.
- Participate in group meetings and team interactions.

### *Drive for Results*

- Deliver own tasks and work to agreed timescales and quality standards, checking for errors and mistakes.
- Approach tasks and work in a systematic and organised manner.
- Take initiative within scope of authority.
- Demonstrate persistence and perseverance to achieve goals.
- Overcome barriers standing in the way of goal achievement.
- Take personal accountability for delivery against targets and objectives.

### *Innovation and Change*

- Demonstrate an openness to new methods, ideas, or approaches and being positive towards change.
- Improve efficiency and productivity in own work area and role.
- Collaborate effectively in unstructured or dynamic environments.
- Take on new challenges or tasks at short notice.

### *Scientific Process*

- Follow accepted scientific approach.
- Always provide honest and accurate data.
- Contribute to or write funding proposals.
- Monitor project performance and budget.

### *Customer-Centric*

- Provide a prompt, professional and timely service to customers, stakeholders and colleagues.
- Listen to customers, stakeholders and colleagues to understand their needs.
- Address questions and feedback from customers, stakeholders and colleagues.
- Use open and probing questions to better understand customer, stakeholder and colleague needs and objectives.
- Build rapport with customers, stakeholders and colleagues, establishing trust and open communication.
- Demonstrate empathy and understanding of customers, stakeholders and colleagues.

### *Communication*

- Communicate clearly and accurately in writing.
- Speak with confidence and clarity.
- Provide clear information and explanations.
- Share a different point of view or perspective.
- Balance speaking and listening, taking care not to interrupt or speak over people.

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## *Decision Making*

- Use verbal sources of information making accurate decisions and sound judgments.
- Use numerical sources of information making accurate decisions and sound judgments.
- Identify problems successfully.
- Consider a range of options before making a decision.
- Demonstrate sound judgment based on logic and fact.
- Question assumptions and probe for further information.
- Produce workable solutions to problems encountered in their work.