

POSITION DESCRIPTION

Position Title:	Research Technician
Reporting To:	Wool Science Leader
Group:	New Materials
Location:	Lincoln, New Zealand
Status:	Full-time Fixed Term (18 months)
Date:	June 2026
Purpose of Position:	Contribute to the delivery of research and laboratory outcomes of projects in the New Materials Group.

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.

Lincoln Agritech's impact areas are: increasing sustainable production; protecting water resources; enhancing natural materials; acting on climate change; and increasing 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. We are a team of around 60 people with our Head Office located on the Lincoln University campus, 20km west of Christchurch and our North Island Office located on the Ruakura Research Campus in Hamilton, New Zealand.

Key Responsibilities

Research Activities

Research and development activities primarily related to Keratin and Wool New Uses projects including:

- Undertake work in the laboratory and pre-commercial bench scale facility to trial chemical processes.
- Undertake investigation and trial work on and prototype product assembly and performance tests aligned with milestones in contracted projects.
- Record data and maintain project records to a high standard.
- Report investigational and laboratory trial outcomes as required.

MEASURE.MODEL.MANAGE.[®]

PO Box 69 133, Lincoln, Christchurch 7640, New Zealand / P +64 3 325 3700

E info@lincolnagritech.co.nz / W lincolnagritech.co.nz

POSITION DESCRIPTION

- Assist in maintaining a safe and effective laboratory environment for the delivery of New Materials and other research projects.

Administration

- Assist in data management and authoring of written reports, updating project management records, and attending meetings as reasonably required.
- Maintain good records of project activities, correspondence and expenditure, and complete all company administrative requirements accurately and on time.

Health and Safety (H&S)

- Comply with all Lincoln Agritech Limited 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 Lincoln Agritech Limited 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 Leadership team.
- Provide services to an agreed standard.
- The company's common goals are achieved collaboratively.
- Comply with all LAL 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.

Key Relationships

The appointee is expected to establish effective working relationships with:

Internal

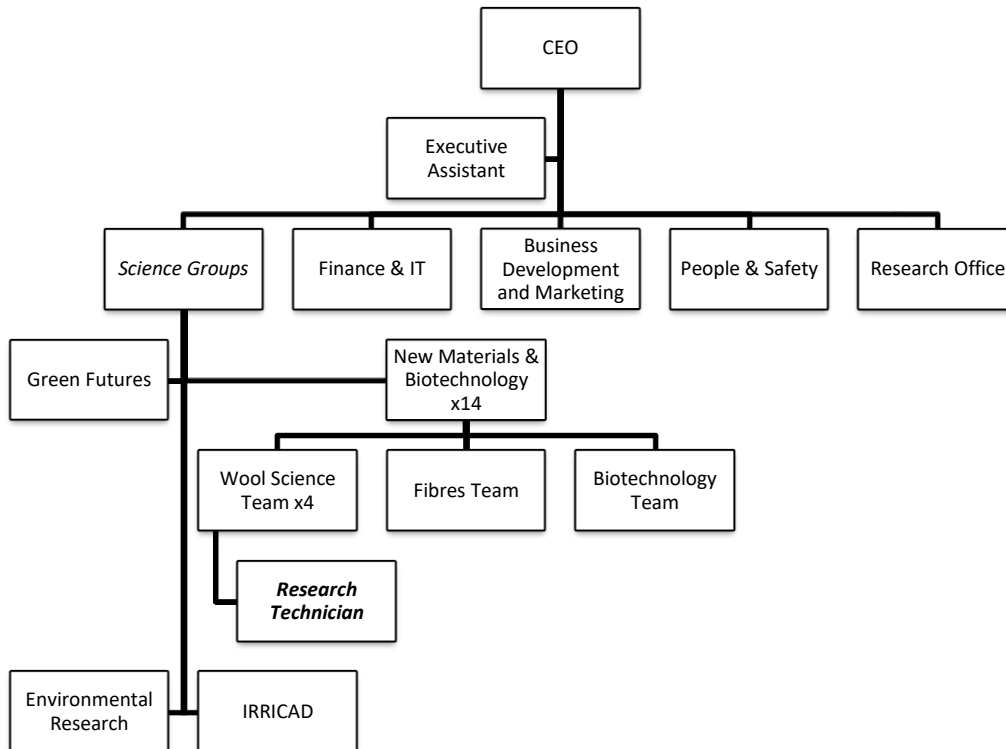
- Staff within the New Materials Group
- The wider Lincoln Agritech team
- Staff at Lincoln University, as required

External

- Clients
- Research Collaborators and Partners
- Funders
- Contractors and sub-contractors
- Engineers and Equipment Suppliers

POSITION DESCRIPTION

Organisational Context



Key Capabilities

Qualification

- A relevant tertiary qualification in a science or chemical process engineering discipline.
- The ability to legally work in New Zealand.

Experience

- Experienced in a wet chemistry laboratory.
- Capable of operating the bench scale process lines, including handling hazardous chemicals, where safety is always top of mind.
- Previous workplace experience preferred but not essential.

Personal Attributes

- A 'can-do' attitude with hands-on problem solving abilities, and comfortable working in a dynamic environment.
- An ability to maintain good administrative records.
- Strong organisational, planning, and project execution skills.
- Maintains strictest confidentiality on work.
- Personable, can interact with other scientists, engineers and clients.
- Computer competence and able to write in a clear and concise manner.
- Comfortable working in an operational environment.
- Good levels of emotional intelligence.
- Sound attention to detail.
- Acts with integrity and honesty at all times.

MEASURE.MODEL.MANAGE.®

PO Box 69 133, Lincoln, Christchurch 7640, New Zealand / P +64 3 325 3700

E info@lincolnagritech.co.nz / W lincolnagritech.co.nz

POSITION DESCRIPTION

- Capable of working in physical demanding environment handling heavy equipment and chemicals.

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.

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.

MEASURE.MODEL.MANAGE.®

PO Box 69 133, Lincoln, Christchurch 7640, New Zealand / P +64 3 325 3700
E info@lincolnagritech.co.nz / W lincolnagritech.co.nz

POSITION DESCRIPTION

- Balance speaking and listening, taking care not to interrupt or speak over people.

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.