

Position Title:	Post-Doctoral Scientist
Reports To:	Director of NZAGRC, Dr Harry Clark
Direct Reports:	Nil
Group:	NZAGRC
Key Relationships:	Intergovernmental Panel on Climate Change Chapter 7 authors, Research Stakeholders, Scientists,
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 AgResearch's role 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 Post-Doctoral Fellow is expected to present Science Thought Leadership and research outcomes at an international level on a defined project. The agreed research outcomes will include a contribution to the intellectual environment of the research group and Science in general.

The Science Project related to this position is to provide general support to an international team of lead authors writing Chapter 7 (Agriculture) of the IPCC 6th Assessment Report. The position reports directly to a New Zealand lead author, Dr Harry Clark, but the successful applicant will work with other lead authors as required. The position is based in New Zealand but will involve periods working outside New Zealand. A specific purpose of the position is to increase knowledge and capability of an early career scientist in the IPCC process. It will further contribute to the implementation and management of writing of Chapter 7 (Agriculture) ensuring that:

- Identification and compilation of references related to the objectives of the report



- Assistance in authoring original material for inclusion in the chapter
- Keeping control of references
- Managing content of the chapter
- Assisting the NZ authors in compiling, revising and organising chapter contributions
- Assisting in the design and development of figures and tables
- Assisting in the traceability checking
- Monitoring overlaps or inconsistencies across chapter
- Technical editing
- Keeping record of reviews responses up to date and accurate in formal reporting
- Assisting authors during online meetings and at Lead Author meetings e.g. note taking, co-ordinating correspondence between authors and co-ordinating on-line meeting times
- Assist with the quality control in relation to the application of the style guide, chapter formatting and glossary.

KEY ACCOUNTABILITY AREAS

RESEARCH STRATEGY AND DELIVERY

- Acts as co-investigator on dedicated research project.
- Undertakes work as agreed with the Chapter lead authors according to standard protocols and procedures, and in keeping with ethical and biosafety requirements.
- Contributes to administrative duties associated with conduct of research including ethics and grant applications.
- Conducts studies of related literature and research to support the design and implementation of project, ensuring conceptual relevance, comprehensiveness, and currency of information.
- Conducts experimentation and data collection in accordance with the highest standards.
- Contributes to the interpretation and data analysis of experimental results.
- Maintains accurate and neat records of experimentation and experimental data to be adapted to standards suitable for publication.
- Assesses, interprets and evaluates outcomes of research.
- Resolves problems effectively to ensure agreed outcomes are achieved at an optimal level.
- Presents research results and discussion of work at scheduled meetings to support meaningful conversations and sound decision-making.



- Consults with and reports regularly to Chapter 7 scientists and produces reports of progress as agreed.
- Displays a collaborative ethos, including a 'right teams' approach that optimally draws on knowledge and capability across the organisation to deliver the best possible research outcomes.

SCIENTIFIC EXCELLENCE

- Consistently delivers high quality, relevant research in accordance to credible science criteria.
- Produces manuscripts at a high internationally acceptable standard as per agreed timelines.
- Maintains an active involvement in the wider research community.

RELATIONSHIP MANAGEMENT

- Builds and maintains a strong culture of partnership with Chapter 7 authors.
- Contributes to Chapter 7 outcomes through active discussion, participation and contribution of ideas and latest research in the field.

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 and implements 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 to understand and apply 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.



Our Future

Bright Minds

Leading the Way

Significance

Balance

PERSON SPECIFICATIONS

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

EDUCATION & QUALIFICATIONS

- PhD degree in agricultural science or related field. Candidates awaiting their PhD results are also encouraged to apply.

CAPABILITIES & EXPERIENCE

- Has a background in research related to climate change and agricultural greenhouse gases, in particular agricultural greenhouse gas mitigation, policy and/or modelling.
- Evidence of publications in high impact scientific journals.
- Uses 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.
- Ability to interpret experimental data and incorporate latest findings to drive research forward.
- Follows rigorous development and documentation procedures for research protocols.
- Outstanding English communication and written capabilities. Fluency in a second major international language highly desirable.



OUR VALUES

 Professionalism	<ul style="list-style-type: none"> • Exemplifies Our Values • Supports strategic priorities • Assumes positive intent • Is open to new ideas 	<ul style="list-style-type: none"> • Acts with integrity • Demonstrates credibility • Appreciates diversity
 Collaboration	<ul style="list-style-type: none"> • Actively seeks out relationships and partnership opportunities • Works across boundaries • Priorities shared goals 	<ul style="list-style-type: none"> • Shares information and resources • Involves others • Supports others to be successful
 Quality	<ul style="list-style-type: none"> • Maintains a best practice mindset • Emphasis timely and high quality delivery • Establishes challenging stretch goals and performance expectations 	<ul style="list-style-type: none"> • Gathers, Compares and evaluates information • Establishes robust decision making criteria • Fully utilises support systems
 Innovation	<ul style="list-style-type: none"> • Prioritises time to innovate • Takes a future and solution based approach • Creates a positive learning environment 	<ul style="list-style-type: none"> • Demonstrates openness to change • Constructively challenges the status quo • Emphasises freedom of independent thought • Assesses risk
 Customer Focus	<ul style="list-style-type: none"> • Builds long term relationships with customers • Provides clear, open and timely communication 	<ul style="list-style-type: none"> • Identifies customer needs • Commits to realistic delivery timeframes • Translates initiatives into action
 Thought Leadership	<ul style="list-style-type: none"> • Takes a long-term, strategic and future oriented perspective • Focuses on the bigger picture • Promotes the cross-fertilisation of ideas 	<ul style="list-style-type: none"> • Champions transformational change • Demonstrates decisiveness • Commits to ongoing learning and development

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