**POSITION DESCRIPTION**

**Position:** Weed Biocontrol Technician  
**Term:** Open term  
**Status:** Full time  
**Location:** Auckland  
**Directly Reporting to:** Quentin Paynter, Capability Leader, Biocontrol & Molecular Ecology Team

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**Purpose**

To provide technical assistance to basic and applied weed biocontrol projects in support of Manaaki Whenua Landcare Research’s core purpose of driving innovation in the management of terrestrial biodiversity and land resources.

**Primary Objectives**

Provide technical assistance across a range of research projects, and lead small projects. This will involve working with a variety of insects, plant pathogens and plants in the laboratory, and other related facilities (include containment), and in the field, both in New Zealand and overseas.

**Key Accountabilities**

**Research**
- Maintain cultures of weed biocontrol agents plus their host and test plants
- Assist with field work
- Assist with laboratory work and work in the containment facility
- Contribute to day-to-day operational management of glasshouse, shadehouse, ecology lab and containment facility

**Independence, Reasoning and Decision Making**
- Conducts work requiring independent judgement in the evaluation, selection, adaptation and modification of standard techniques, processes and criteria
- Refers to knowledge of precedents in a specialty area, principles and practice in related areas
- May require some planning guidance

**Communication**
- Contributes to refereed publications and contract reports and may be the first author
- Contributes to science extension activities, and may take responsibility for some of these

**External Relationships and Influence**
- Often recognised externally as a source of advice in an area of expertise
• Able to obtain co-operation of others in complying with technical and other requirements of their tasks
• Contributes to national or regional change in environmental/social/economic outcomes

Leadership, Strategy and Planning
• Expected to lead the development of procedures and practices in areas where they have specialist expertise
• Contributes to planning and decision-making of contracts or programmes in which involved

Personnel and Financial Accountability
• Limited financial authority. Likely to manage equipment, small facility, or small project
• Expected to supervise and manage some tasks performed by other staff

Health, Safety and Environment Objectives:
Applicable to all staff
• Take reasonable care to ensure your own health and safety in the workplace, and that no action or inaction on your own part harms others. Also ensure own activities comply with all relevant statutory and other Health, Safety and Environmental (HSE) requirements and apply appropriate CoPs, SOPs and other procedures
• Set an example of accountability and continual improvement in HSE practices
• All invited non-employees (visitors, volunteers, students, interns etc.) are hosted responsibly

Position Specific
• Please note: use this HSE Performance Objectives link to identify additional objectives applicable to the specific position; these will also be measured in the HSE section of the Performance Appraisal and Development process.

Person Specification
Essential
1. Education/Qualifications and Learning
   • Postgraduate qualification in agriculture, biology, horticulture or similar

2. Knowledge, Skills and Experience
   • Entomology including insect handling and rearing
   • Experience in plant propagation techniques
   • Glasshouse and laboratory research experience

3. Personal Attributes
   • Well organised and able to simultaneously handle a variety of tasks/multiple projects
   • Attention to detail (diligent observer)
   • Excellent record keeping skills
• Ability and willingness to work both independently and as part of a team
• Excellent interpersonal skills
• Willingness to meet tight deadlines
• Capacity to learn new skills, to foresee and adapt to changes in procedures and working environments when required
• Willingness to travel, including overseas, and able to conduct field work in difficult conditions.

Desirable

• Knowledge of containment facilities
• Experience of field work
• Experience in molecular biology techniques
• Experience in working with plant pathogens

Interactions/Regular Contacts

Direct reports: None

Internal: Other weed biocontrol researchers and technicians

External: Researchers, community groups, government agencies and land managers.

Delegations

Financial Delegations: As per the financial delegations policy for Job Leader roles.

Human Resources Delegations: Nil

Performance Criteria

Landcare Research has a Performance Appraisal & Development process which provides an opportunity for the employee and their manager to discuss and agree what contribution the individual employee is expected to make during a regular review period towards achieving the strategic goals and objectives of the Company. Goals and objectives will be agreed annually. These will be consistent with the Key Accountabilities and Personal Attributes contained within this Position Description, and will include performance measures (statements of achievement), together with any support and professional development required by the employee to achieve those objectives.
**Working Environment & Physical Demands**

Landcare Research undertakes to ensure its workplaces are safe and that no person is harmed as result of our work activities. The list below is provided to give an indication of the type of environment and potential hazards which may be encountered in this role.

<table>
<thead>
<tr>
<th>Physical</th>
<th>Biological/Chemical</th>
<th>Environmental</th>
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</thead>
<tbody>
<tr>
<td>☑ Office/computing</td>
<td>☑ Soils, potting mixes, composts</td>
<td>☑ Adverse weather/heat/sun</td>
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<tr>
<td>☑ Standing for long periods</td>
<td>☐ Sewage and wastewaters</td>
<td>☐ Alpine conditions</td>
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<tr>
<td>☑ Manual handling/lifting</td>
<td>☐ Bio solids</td>
<td>☐ Off-shore islands</td>
</tr>
<tr>
<td>☑ Hiking/tramping - easy</td>
<td>☐ Insects</td>
<td>☑ International travel</td>
</tr>
<tr>
<td>☐ Hiking/tramping - hard</td>
<td>☐ Microorganisms</td>
<td>☐ Polar environments</td>
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<tr>
<td>☐ Camping out – “roughing it”</td>
<td>☐ Pathogens</td>
<td>☐ Isolated environments</td>
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<tr>
<td>☐ River-crossings</td>
<td>☐ Animals – contact/handling</td>
<td>☐ Geothermal areas</td>
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<tr>
<td>☑ On-road driving</td>
<td>☑ Plants and fungi</td>
<td>☑ Urban environments</td>
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<tr>
<td>☑ Off-road 4WD/ATV driving</td>
<td>☑ Chemicals/toxins</td>
<td>☑ Rural/farm environments</td>
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<td>☐ Charter flying/Helicopters</td>
<td>☑ Flammable liquids/gases</td>
<td>☑ Production forestry blocks</td>
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<tr>
<td>☐ Travel in Boats/Ships</td>
<td>☐ Dusts/fumes/vapours</td>
<td>☐ Mines/earthworks/excavations</td>
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<tr>
<td>☐ Construction work</td>
<td>☑ Compressed gases</td>
<td>☐ Old mine shafts/pits</td>
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<tr>
<td>☐ Operating tools &amp; equipment</td>
<td>☐ Cryogenic substances</td>
<td>☑ Roadside work</td>
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<tr>
<td>☑ Deft/fine manual tasks</td>
<td>☐ Other</td>
<td>☑ Working at heights</td>
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<tr>
<td>☑ Microscopy</td>
<td>☐ Radioactive substances &amp; equipment</td>
<td>☐ Noise (in environment or from equipment)</td>
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<td>☐ Swimming/Snorkelling/Diving</td>
<td>☑ Electricity</td>
<td>☑ Confined space work</td>
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<td>☐ Night time/shift work</td>
<td>☐ Lasers</td>
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<td>☐ Firearms/hunters</td>
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