Position Title: Post Doc Scientist (full time, fixed term for 2 years)
Location: KSC
Group: Health & Environmental Business Group
Pay Group: Science
Reports to: Technical Lead: Enteric, Environmental and Food Virology

ABOUT ESR

ESR is a New Zealand Crown Research Institute that specialises in science relating to people and communities.

It’s our science that helps safeguard people’s health, protect food-based economies, improve the safety of freshwater and groundwater resources and contributes expert forensic science to justice systems.

Our world class knowledge, research and laboratory services help our partners and clients solve complex problems and protect people in New Zealand and around the world.

Our Purpose: To deliver enhanced scientific and research services to the public health, food safety, security and justice systems and the environmental sector and to contribute to the economic, environmental and social well-being of people and communities.

Our mission: Keeping communities safe, healthy and prosperous through smart and sustainable science.

Our Vision: ESR is a world leader in the science that keeps people safe, healthy and prosperous. Our customers regard us as a critical partner for their work and we are known for our service ethic. They seek us out for our innovative and high quality science solutions and leading edge research. We are a magnet for talented people.

ESR Values:
- Our team spirit (Mahi Tahi) Great people working together as one team
- Our quality counts (Mahi rangatira) Standing out through our excellence and world class expertise
- We do the right thing (Mahi pono) Upholding integrity and independence no matter what
- We push boundaries (Mahi auaha) Meeting challenges with fresh thinking and creative approaches

POSITION PURPOSE

This level includes those currently called Research Associates. They may receive supervision from a more experienced scientist. At the completion of training they will be responsible for planning and directing components of a project or case and may independently manage small projects or cases.

AREAS OF RESPONSIBILITY

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<tr>
<th>ACCOUNTABILITIES</th>
<th>DELIVERABLES</th>
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| Specific areas of responsibility for Enteric, Environmental and Food Virology Laboratory | - Participate in enteric, environmental and food virology research projects, as required. This will involve experimental design, analysis and interpretation of results. Main focus is the application of wastewater-based epidemiology and use of omics in seafood safety.  
- Participate in commercial environmental and food project work for clients, as required.  
- General laboratory duties including quality assurance, and health and safety activities.  
- Collaborative working across sites and functional teams, including ESR |
## ACCOUNTABILITIES

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<td></td>
<td>clinical microbiologists</td>
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| **Service Delivery** | • Will communicate results through authorship or co-authorship of scientific publications, reports or statements  
                         • May have significant contact with clients and will write client reports  
                         • May be responsible for maintaining some items of laboratory equipment |
| **Scientific Expertise** | • Have significant input into the planning, execution and reporting of established research projects  
                              • Will generally use established methods, or may modify/develop methods in consultation with a more Senior Scientist/Project Leader  
                              • May have an area of specific expertise  
                              • May supervise technical staff and be involved in their training. |
| **Science Innovation** | • May present work at conferences and other meetings |
| **Quality & Compliance** | • May be an authorised analyst (IANZ) or authorised under applicable legislation if working in an area of ESR where these apply  
                                 • May peer review colleagues’ work.  
                                 • Be familiar with and follow ESRs requirements in relation to laboratories PC2 and transitional facilities status. |
| **Health & Safety**   | As a staff member of ESR you will ensure you:  
                         • Take reasonable care that your acts or omissions do not adversely affect the health and safety of yourself or other persons  
                         • Be familiar with, comply and follow any reasonable instruction relating to ESR’s Health & Safety policies, procedures and any relevant legislation and regulations  
                         • Actively participate in ESR Health & Safety processes and activities including, but not limited to, induction, training, risk management & reporting  
                         • May manage a small laboratory, including fulfilling the requirements of ESR’s Health and Safety Programme. |
| **Information Management** | • Manage any information created or received in the course of ESR business in accordance with ESR’s Information Management and Recordkeeping Policies, procedures and any relevant legislation. |

## KEY WORKING RELATIONSHIPS

**Internal:**
- ESR Heath and Environmental Business Group staff  
- ESR Management and Support Staff

**External:**
- New Zealand Collaborators including from University of Auckland, University of Otago, Cawthron, Plant & Food Research, and international organisations  
- Clients (councils, environmental consultants, other laboratories) and stakeholders  
- Industry as appropriate  
- Scientific suppliers, trade and technical representatives

## DELEGATED AUTHORITY

As per delegated authorities policy.

## ESSENTIAL EXPERIENCE AND TECHNICAL SKILLS
Educational Requirements:
- Will likely hold an appropriate postgraduate qualification or an undergraduate qualification with postgraduate experience in environmental or medical virology.

Technical competencies and Experience required:
- Competencies in microbiological, virological, and molecular biology techniques, including handling environmental samples.
- Good understanding of virology and molecular biology.
- Competency in reading and analysing scientific publications; ability to prepare and present scientific information (written and oral) to a range of audiences
- Ability to publish scientific articles in peer-reviewed journals with accepted quality standard.
- Competency in accurate mathematical calculations and analysis of numerical data.
- Knowledge of safe laboratory practices.
- Competency in operation and maintenance of relevant laboratory equipment.
- Ability to organise workload and to work unsupervised.
- A willingness to work as a member of a team, supportive of other team members and focused on achieving team objectives.
- Ability to communicate effectively with a wide range of people.
- Computer literacy.

BEHAVIOURAL COMPETENCIES

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<tr>
<td>Communication (Organisational and Client)</td>
<td>• Ensures people are kept informed and encouraged to express constructive views and opinions.</td>
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<tr>
<td>Delivering a Continually Improving Service</td>
<td>• Is able to link the daily work to overall service objectives and deliver continually improving results.</td>
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<tr>
<td>Delivering the Service</td>
<td>• Takes a methodical approach to work, prioritises tasks effectively, and consistently meets deadlines in order to provide an excellent service.</td>
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<tr>
<td>Empowering Our people and Building Capability</td>
<td>• Is enthusiastic, ambitious, determined, and confident to challenge, ensuring high levels of personal and service achievement.</td>
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| Innovation | • Has the ability to develop new methods and introduce new ideas
  • Uses originality of thought and imagination. |
| Leading, Managing & Implementing Change | • Contributes to the management of change in a positive way
  • Contributes to new ideas and improved ways of working
  • Leads transfer of knowledge across ESR. |
<p>| Making Informed Decisions | • Ensures decisions are linked to operational objectives and improvement. |
| Managing the Stakeholder Relationship (as required) | • Understands the need to work together with the stakeholder. |
| Managing and Motivating the Team (as required) | • Manages and motivates the team to continually improve performance. |</p>
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| Providing Excellent Customers Service | • Maintains a professional approach and presents a positive image to internal and external people when representing self and ESR  
• Makes every effort to ensure the experience clients have of ESR is positive and productive. |
| Setting & Achieving Ambitious Targets | • Is enthusiastic, ambitious, determined, and confident to challenge, ensuring high levels of personal and organisational achievement  
• Has stamina and willpower to deliver results. |
| Working in Partnership | • Works well with colleagues in the team and the service to get things done and contributes to a positive team spirit. |

This position description is subject to review from time to time