

ROLE DESCRIPTION | ARO TŪRANGA

Title	Senior Aquaculture Technician or Junior Scientist
Group	Aquaculture
Reporting To	Team Leader – Algae Aquaculture Tech
Date Prepared/Revised	June 2022
Staff Responsibility	None

CAWTHRON PURPOSE | TŌ TĀTOU ŪMANGA

“World-class science for a better future”.

Our outcomes: Healthy Ecosystems - Prosperous blue economy – Thriving people and communities

ROLE PURPOSE | TE TŪRANGA

Contribute to the achievement of research and commercial objectives of the Aquaculture Group through the provision of high-quality technical support in aquaculture, with particular emphasis in aquatic animal health.

The role supports research and commercial programmes investigating seaweed production. The position requires excellent observational and recording skills, and is details focused. The position involves care and due diligence in the maintenance of aquatic organisms, experimentation, and laboratory work.

KEY ACCOUNTABILITIES | KAWENGA TAKOHANGA

Key Result Areas	Key Accountabilities
R&D Projects	<ul style="list-style-type: none"> Contribute to the research outcomes of the Aquaculture Group by participating in and supporting research projects Assist with research programmes including field work, experimental setup and maintenance, assistance with laboratory experiments, data and sample collection, sample curation and preparation. Husbandry and/or research duties associated with seaweed and algae, and possibly also shellfish and fish as required. Perform rigorous experiments in association with a researcher on new methods, materials, equipment and process to improve algae production. Be a leader or authority in an area of technical expertise. May be responsible for particular research, equipment, or facilities. Apply standard methods and techniques, which require the use of judgement in selecting alternatives. Preparation of standard operating procedures and other internal documents (e.g. permits, forms, transfer agreements). Apply good biosecurity practice, ability to work in primary containment two facility.

	<ul style="list-style-type: none"> • Develop new sample collection techniques or be trained in new techniques. • Liaise with customers and stakeholders as required.
Aquaculture Operations	<ul style="list-style-type: none"> • Provide assistance in day-to-day husbandry of seaweed, algae, shellfish, broodstock, spat, finfish stocks including managing water quality, systems maintenance, animal welfare, and feeding regimes. • Maintain and improve facilities in the algae production unit and the algae research centre (ARC). • On occasion assist in management of algae pond systems including emptying, filling, developing blooms, delivering quality pond water to broodstock and spat and maintaining the reticulation systems for pond water delivery when required. • Contribute to the weekend work required to maintain systems and activities including callouts. • Assist with maintenance of Aquaculture facilities
Team Work and Capability	<ul style="list-style-type: none"> • Work closely with Cawthron scientists and technicians, especially those associated with seaweed project, algae production and the ARC. • Use established methods or modify methods, in consultation with supervisor. • Interface with algae-consuming clients. • Suggest new areas of investigation and improvements to procedures. Work involves some original thought innovation and problem solving. • Demonstrate professional maturity and work well in a team environment. • Articulate or demonstrate a valued contribution in line with Cawthron's strategic goals. • Use initiative and be able to work independently with minimal supervision. • Contribute to discussions on technical aspects of proposals and projects.
Quality	<ul style="list-style-type: none"> • Ensure all work is undertaken in accordance with Cawthron's Quality Systems Manuals, SOPs, and customer standards and expectations.
Commercial Work	<ul style="list-style-type: none"> • Contribute to commercial work in certain areas as requested. • Achieve turn-around time targets. • Liaise with customers regarding enquiries as required.
Cawthron Citizenship	<ul style="list-style-type: none"> • Behave in a way that reflects Cawthron's values. • Contribute to a safe environment for all people by taking responsibility and action when activities or situations compromise safety and/or well-being. • Ensure Te Ao Māori values and Te Tiriti obligations are considered and respected across all activities. • Apply sustainability principles and practices • Stay up-to-date with knowledge of marine pests and unwanted organisms that may occur at the CAP including the symptoms of Category A and B diseases listed on the Unwanted Organisms Database. • Participate in projects and other duties as requested to support Cawthron's success.

FORMAL DELEGATIONS | MĀNGAI WHAKAHAERE

- No formal responsibility for staff
- No authority to commit to expenditure or enter into contracts

PERSON SPECIFICATION | PŪKENGĀ Ā-TANGATA

- Minimum MSc or equivalent qualification or level of experience
- At least five years' experience in a technical, junior scientist or equivalent role in a scientific organisation
- Experience in field sampling and/or aquatic animal husbandry in recirculating aquaculture systems preferred
- Experience in either aquatic animal health research, microbiology, or molecular biology preferable
- Experience in scientific procedures (e.g., microscopy or molecular work) and familiarity with using scientific equipment desired
- Experience in shellfish hatchery/nursery and laboratory settings or similar is preferable but not necessary
- Excellent team player with ability to work independently
- Demonstrates general knowledge of scientific approaches and methodologies, with a strong technical, field and/or laboratory background and interest in innovative tool development
- Good working knowledge of analytical and statistical techniques
- Excellent organisational skills including planning, with project management experience preferred
- Excellent communication skills, including clear recording of technical information
- Strong writing skills, both in technical writing (scientific publications and client reports) and material for general readership
- Conflict resolution skills
- Prepared to work flexible hours, weekends, and long working days with notification and call outs.
- Computing skills, in particular MS Excel and Word, and basic analytical methods
- Professional and effective client liaison
- Physically fit, able to repetitively lift/carry up to 20 kg
- Current driver's license
- Alignment to Cawthron values - Innovation, Collaboration, Impact, Integrity, Community.
- Vaccinated, or willingness to be vaccinated, for job specific vaccines as per H&S Procedure Manual.

WORKING RELATIONSHIPS | NGĀ TINO HONONGA

Internal

- Aquaculture Group Manager
- Scientists and Technicians in the Aquaculture Group
- Other Cawthron staff and collaborators

External

- Current and potential clients and end users.
- Government and Regulatory Agencies
- Industry collaborators and scientists in other research institutes and academia including NMIT student placements.
- Communities

NOTE: This role description may be reviewed with the employee during the annual performance review.