

DAIRYNZ Position Description

Scientist Lead

Position

Position Title: Scientist Lead

Reports to: GM New Systems & Competitiveness

Direct Reports: Circa 20

Career Level: Leading Leader

Budget: \$4 to \$5 mil

Revenue: Nil

Management Position: Yes

Delegated Authority:

Purpose of DairyNZ

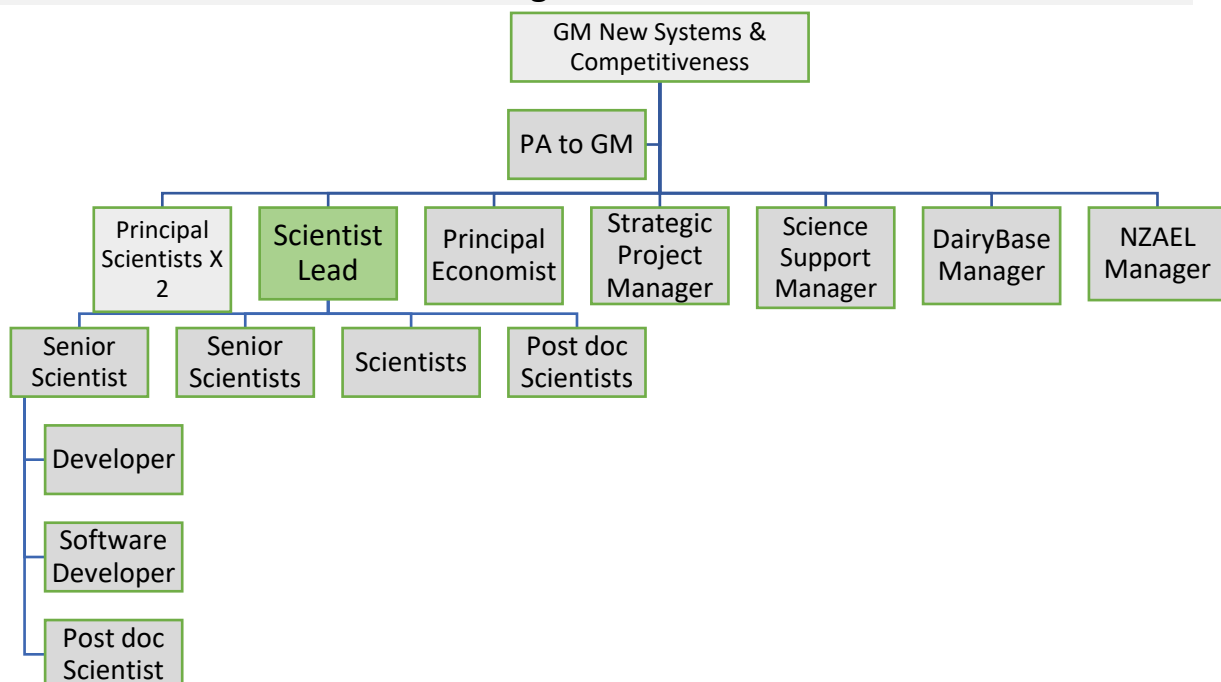
DairyNZ works for New Zealand dairy farmers. Our purpose is to help create a better future for them. We do this through investing in research through to extension to help solve on-farm problems and create new opportunities. Outside of the farm gate we collaborate with a wide range of stakeholders to achieve common goals and help tell the great dairy story.

Our Vision: ***Delivering a better future, for farmers.***
 This is what we strive for in everything we do and everything we say.

Purpose of the position

People leadership and development of DairyNZ's forage, farm systems and animal scientists. Create a strong team culture supporting DairyNZ's values and purpose. Provide coaching and mentoring of team members to maintain and enhance their science skills. Identify and attract new scientists and post-graduates in areas of skill gaps and to maintain a balanced science demographic. Manage individual team member performance. Contribute to science direction and the leadership of collaborators and contractors in large science programmes.

Team organisation chart



Key position deliverables

Key accountabilities of the role to be reflected in the Performance Agreement and Individual Performance Targets:

Key Performance Requirement:	Key Indicators:
People Leadership & Development	<ul style="list-style-type: none"> • Routinely communicate overall and team specific purpose and vision to team members to link activity to outcomes of the dairy industry strategy. • Develop, attract and retain the capability required to enable effective science delivery to the dairy industry strategy and targets. • Apply sound and consistent people management practices to the whole team • Maintain a strong team culture that supports the development and performance of the team and of DairyNZ. • Foster effective working together across science disciplines while recognising the need to maintain specialist disciplinary skills. • In collaboration with project managers, facilitate/negotiate the allocation of personnel time to projects to utilise the skills of all team members. • Regularly review staff allocations and use of time resource. • Monitor and manage the performance of direct reports to ensure delivery of programmes, projects and agreed industry targets. • Provide opportunity, motivate team direct reports & staff to develop capability • Coach and guide staff in problem solving, manage barriers to delivery. • Provide mentoring support for other relevant DairyNZ staff • Support the General Manager in the effective operation of the 'New Systems and Competitiveness' Group

<p>Stakeholder Management</p>	<ul style="list-style-type: none"> • Maintain a high level of understanding of farmer and stakeholder needs in representing DairyNZ's science to these groups and in contributions to science direction. • Positively promote effective communication with other DairyNZ groups. • Contribute to the effective integration of science into farmer change and policy contexts. • Promote funded engagement of science staff into other parties' science programmes where programmes are consistent with advancing the industry strategy • Maintain strong relationships with key research providers and industry organisations to facilitate scientific collaboration and exchange of knowledge, materials and expertise critical for meeting the objectives of the dairy industry.
	<ul style="list-style-type: none"> • Represent DairyNZ on research programme governance groups, advisory panels, management groups, review teams or other committees consistent with expectations of a senior science leader. • Responsibility for other organisations' input and output (e.g. collaborators and subcontractors) to DairyNZ led programmes to ensure quality project delivery • Responsible for relationships with Universities to facilitate study/training by our post-graduate scientists. • Responsibility for ensuring staff continued scientific and popular publications of project findings • Ensure staff seek all regulatory approvals (mainly ACVM and Animal Ethics) required by the project(s)
<p>Budget Management</p>	<ul style="list-style-type: none"> • Assist Project Managers to set budgets for staff time and cost. • Manage team budget ensuring that staff's chargeable hours (to projects) are in line with the agreed target for the team • Report any projected under/over recovery to GM New Systems and Competitiveness by regular forecasting • Ensure that the delegated expenditure remains within agreed budget limits
<p>How We Work</p>	<ul style="list-style-type: none"> • Support and model DairyNZ values and principles: Respect, Curiosity, Courage and Credibility. • Understand and adhere to company policies and guidelines. • Actively support and contribute to DairyNZ organisational culture of one team. • Actively support and encourage continuous improvement to drive our organisation forward. • Strive to provide a safe and healthy workplace • Role model industry safe working practices • Actively promote DairyNZ Health, Safety & Wellbeing Policies and procedures. • Support and encourage employee participation and consultation in all aspects of Health, Safety and Wellbeing management. • Comply with legislative requirements and relevant standards.

Internal:	External:
DairyNZ General Managers	Farmer leaders
DairyNZ tier 3 people leaders	CRI and University science managers and leaders
DairyNZ People & Culture team	Central and Regional Government science managers and funders (eg MBIE, MPI, Science Challenges)
Portfolio and Project Managers	International peer network
Principal Scientists	Professional Societies

Science Support Manager and Team	
Project Management Office	

Qualifications and experience

Essential:	Preferred:
A post-graduate qualification in a relevant agricultural science discipline such as forage, animal, soil, systems, engineering, environment or people	Knowledge of the New Zealand dairy industry and in particular farming
Experienced in people leadership having led a team of eight or more direct reports	Experienced in leading scientists
Has been a practicing scientist or engineer with enthusiasm for people	Curiosity and interest in science and ability to contribute or shape ideas
Possess formal leadership training	Recognised scientist

Job specific & technical competencies

Category	Descriptor/Evidence
Leadership	Actively leads, inspires and motivates staff, providing challenging and stretching tasks, aids and contributes to compelling development plans and supports the execution of them. Proactively champions change. Develops personal profile and establishes credibility across the organisation. Demonstrates leadership within the industry.
Organisational agility	Knowledgeable about how organisations work; knows how to get things done both through formal channels and the informal network; understands the origin and reasoning behind key policies, practices, and procedures; understands the cultures of organisations.
Innovation management	Is good at bringing the creative ideas of others to fruition; has good judgement about which creative ideas and suggestions will work; has a sense about managing the creative process of others; can facilitate effective brainstorming; can project how potential ideas may play out in practice.
Relationship management	Identifies key stakeholders and activity develops and manages relationships with them. Can utilise relationship to influence. Builds, manages and utilises networks.
Political savvy	Can manoeuvre through complex political situations effectively and quietly; is sensitive to how people and organisations function; anticipates where the “land mines” are and plans his/her approach accordingly; views corporate politics as a necessary part of organisational life and works to adjust to that reality; is a maze-bright person.
Decision Quality	Makes good decisions (without considering how much time it takes) based upon a mixture of analysis, wisdom, experience and judgements; most of her/his solutions and suggestions turn out to be correct and accurate when judged over time; sought out by others for advice.
Developing Direct Reports	Provides challenging and stretching tasks and assignments; holds frequent development discussions; is aware of each person’s career goals; constructs compelling development plans and executes them; pushes people to accept developmental moves; will take on those who need help and further development; co-operates with the developmental system in the organisation; is a people builder.

Presentation skills	Is effective in a variety of formal presentation settings: one-on-one, small and large groups, with peers, direct reports, and bosses; is effective both inside and outside the organisation, on both cool data and hot and controversial topics; commands attention and can manage group process during the presentation; can change tactics midstream when something isn't working.
Expertise	Senior level practical and theoretical specialist expertise, with a foundation at post graduate level. Takes responsibility for increasing expertise and keeping up to date with industry changes and technical knowledge. Undertakes research.
Industry	Sufficient understanding and knowledge of the dairy industry to be able to successfully develop and mentor reports to deliver allocated projects. Actively seeks to increase knowledge of the dairy industry.

Career level competencies – Leading Leader

Competency	Descriptor/Evidence
STRATEGIC AGILITY	Sees ahead clearly; can anticipate future consequences and trends accurately; has broad knowledge and perspective; is future oriented; can articulately paint credible pictures and visions of possibilities and likelihoods; can create competitive and breakthrough strategies and plans.
MOTIVATING OTHERS	Creates a climate in which people want to do their best; can motivate many kinds of direct reports and team or project members; can assess each person's hot button and use it to get the best out of him/her; pushes tasks and decisions down; empowers others; invites input from each person and shares ownership and visibility; makes each individual feel his/her work is important; is someone people like working for and with.
MANAGERIAL COURAGE	Doesn't hold back anything that needs to be said; provides current, direct, complete, and "actionable" positive and corrective feedback to others; lets people know where they stand; faces up to people problems on any person or situation (not including direct reports) quickly and directly; is not afraid to take negative action when necessary.
NEGOTIATING	Can negotiate skilfully in tough situations with both internal and external groups; can settle differences with minimum noise; can win concessions without damaging relationships; can be both direct and forceful as well as diplomatic; gains trust quickly of other parties to the negotiations; has a good sense of timing.