

ROLE DESCRIPTION | ARO TŪRANGA

Title	Scientist – Aquatic Animal Health (Level 3)
Group	Biosecurity
Reporting To	Team Leader – Aquatic Animal Health
Date Prepared/Revised	August 2025
Staff Responsibility	Nil

CAWTHRON PURPOSE | TŌ TĀTOU ŪMANGA

Our purpose: Impact through world-class science and mātauranga.

Our vision: Creating a better future for oceans, rivers and lakes and the communities that depend on them.

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

CAWTHRON VALUES | NGĀ UARA



We are Bold



We Care



We are Collaborative



We are Curious

ROLE PURPOSE | TE TŪRANGA

To undertake research programmes and commercial contracts related to aquatic animal health including aquaculture, fisheries and wildlife. Contribute to, and where appropriate lead, business development activities to secure funding and support growth in aquatic animal health research. Contribute to the operational and strategic direction of the Biosecurity Group.

KEY ACCOUNTABILITIES | KAWENGA TAKOHANGA

Key Result Areas	Key Accountabilities
Science Leadership	<ul style="list-style-type: none"> Undertake multi-disciplinary aquatic animal health research and consultancy research. Contribute ideas and expertise to discussions on scientific and technical aspects of proposals and projects. Produce high quality science outputs including publications in high impact journals, solutions for clients, reports, and conference presentations.

	<ul style="list-style-type: none">• Lead small project teams. Provide sound leadership for identification of roles and delegation of tasks to junior scientists and research assistants.• Provide operational leadership 'at the bench' and work with the team from project inception, experimental design, execution, analyses and through to delivery.• Maintain a broad knowledge of information and technology, equipment, and/or systems relevant to aquatic animal health.
Business Development	<ul style="list-style-type: none">• Initiate and lead funding opportunities by liaising with stakeholders submitting funding applications.• Enable the development of strategic directions for biosecurity and aquatic animal health research and consulting, including strategic engagement with key clients in both private and public sectors in New Zealand and overseas.• Identify new opportunities to commercialise outputs of scientific research.• Collaborate across Cawthron to support business development activities.• Develop annual programme budgets in conjunction with Cawthron's Finance group and manage budgets.• Contribute to the Biosecurity Group's financial viability and make a positive contribution to Cawthron's financial position. Monitor the financial performance of projects and keep the Team Leader advised of financial position.
Monitoring, Reporting, and Quality	<ul style="list-style-type: none">• Monitor the research, consulting and operational performance of projects and keep the Team Leader informed of achievements and issues.• Undertake or assist with compilation and reporting on science outputs and research programme outcomes.• Prepare animal ethics and permitting applications in consultation with the Biosecurity & Animal Welfare Advisor Effectively communicate research ideas and results in written and verbal formats ensuring high quality science outputs.• Ensure compliance with biosecurity and animal ethics policy and procedures at all times.
Other	<ul style="list-style-type: none">• Assist with developing and implementing Biosecurity procedures within Cawthron's facilities.• Ensure projects meet budget and client expectations.• Manage time effectively and without supervision.• Any other reasonably related duties as requested by your Team Leader.
Health & Safety	<ul style="list-style-type: none">• Ensure Biosecurity Group operations are carried out safely and meet Cawthron H&S requirements.
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 to enter into contracts.

PERSON SPECIFICATION | PŪKENGĀ Ā-TANGATA

- PhD degree in Aquatic Animal Health or a related field relevant to this position (e.g., microbiology, immunobiology, epidemiology, molecular biology, physiology), and an emerging authority in their specific field/sub-discipline
- Experience in research and/or commercial consulting relating to Aquatic Animal Health, with a publication track-record in this field
- Aptitude for conceptualisation, development and implementation of research ideas and proposals, including working with others under funded projects and programmes as well as securing funding for themselves and often other researchers
- Proven ability to build and maintain excellent client relationships and work effectively with a wide range of clients and interest groups
- Willingness to undertake both scientific research and end-user focused commercial consulting, and effectively manage those projects to meet financial requirements and client expectations
- Proven project management skills, with ability to plan, organise resources and establish priorities
- First-class writing skills, both in technical writing (consultancy reports, scientific publication, and proposal) and in preparation of material for general readership
- Competent in the use of quantitative analytical approaches that may include statistics, modelling, risk assessment
- A good team player with strong interpersonal and communication skills
- Professional approach to interacting with clients, end-users and collaborators and representing Cawthron
- Ability to carry out field and laboratory work safely and efficiently
- Alignment to Cawthron values – We are Bold, We Care, We are Collaborative and We are Curious.
- Vaccinated, or willingness to be vaccinated, for job specific vaccines as per H&S Procedure Manual.

WORKING RELATIONSHIPS | NGĀ TINO HONONGA

Internal	External
<ul style="list-style-type: none">• Group Manager Biosecurity and Team Leaders• Biosecurity Group and Aquaculture Group Scientists and Technicians• Scientists in other Cawthron Groups• Cawthron staff	<ul style="list-style-type: none">• Academic and research organisations• Clients in government and industry• International collaborators• Other stakeholders and iwi

ACCEPTANCE | WHAKAAETANGA

I confirm that this role description identifies key elements of the Scientist – Aquatic Animal Health (Level 3) position.

Group Manager – Biosecurity

Date

I accept this role description identifies key accountabilities of the role.

Employee Name

Date

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