

Position Title:	Large Animal Technician
Reports To:	Animal Facility Manager, Grasslands
Direct Reports:	Nil
Group:	Infrastructure
Key Relationships:	Scientists, research partners, internal and external customers, and external suppliers
Location:	Grasslands Campus, Palmerston North

WHO WE ARE

We are passionate innovators, dedicated to making a difference to the future of New Zealand by delivering world-leading research and through complex problem solving across diverse agricultural areas. We are respected by the scientific community for thought leadership, trusted by industry partners for the value we add to the sector, and admired by farmers and governmental stakeholders for all that we do to keep New Zealand at the forefront of global agricultural excellence.

We go beyond innovation to maintain AgResearch's role as a leading collaborator and contributor to New Zealand's worldwide agricultural reputation.

Our Vision is to drive economic prosperity by transforming agriculture while incorporating the fundamental concepts of sustainability, environmental responsibility and Vision Mātauranga.

POSITION SCOPE & PURPOSE

The Animal Facility at Grasslands Campus provides a range of small and large animals, and facilities to service Science projects undertaken by a number of AgResearch Science Teams including Animal Nutrition and Physiology, Animal Science (Immunology and Disease Investigation), Food Nutrition and Health, Parasitology and Forage Science.

The 18ha facility provides paddocks and plots for forage breeding trials, it includes various buildings for housing both rodents and large animals (sheep/cattle), animal transitional and containment facilities (including PC1 and PC2), methane chambers, automated feeding systems for young animals and post mortem facilities.

The Large Animal Facility Technician is responsible for the day to day operational effectiveness of the Large Animal Facility and providing efficient animal support services to science groups at the Grasslands Campus.

The work involves collaboration with the science teams to successfully conduct their science trials while maintaining high standards of animal welfare, legislative and regulatory compliance.



KEY ACCOUNTABILITY AREAS

RESEARCH AND TECHNICAL IMPACT

- Carry out daily servicing of the Large Animal Facility to ensure that the animals are maintained at a high standard of animal husbandry, health and welfare and in compliance with animal ethics requirements.
- Carry out, assist and train others (as appropriate) in safe handling and restraint of large animals, moving of large animals, taking of samples, administration of medication and vaccinations, tagging, castration.
- Carry out humane slaughter of sheep and cattle for post mortem sampling as part of research trials.
- Carry out daily observations of all animals and follow up actions when required in consultation with the Animal Welfare Officer, Facility Manager and consulting Veterinarian.
- Actively participate in the planning of all large animal trial work being conducted in the Large Animal Facility. Organise and set up appropriate housing or grazing for all large animals.
- Attend training to gain skills and knowledge to assist with technical requirements of trials including animal requirements, welfare laws and equipment.
- Develop and maintain a close working relationship with the high performing team of the Senior Technicians, Animal Technician, and Large Animal Field Technician in the day to day running of their areas.
- Coordinates resources and equipment for large animal trials.
- Works flexibly to accommodate experiments that may on occasion require tasks to be carried out outside normal working hours (e.g. weekends).
- Plan and arrange daily work schedule effectively to meet facility requirements.

COMPLIANCE

- Develop an understanding of and comply with MPI and EPA legislative requirements for containment and transitional facilities.
- Complete compliance documentation to the required standard as required.
- Ensure animal ethics requirements mirror events taking place with animals and ethics recording systems are maintained and kept up to date.

HEALTH AND SAFETY

- Maintains current knowledge of AgResearch's Health and Safety Management policies, systems, and procedures.
- Ensures awareness of own responsibilities and the procedures to follow in relation to health and safety.
- Identifies and reports any hazards, near misses or incidents as per prescribed policy and



procedures.

- Demonstrates safe workplace behaviour by taking all practicable steps to ensure own and other's safety in the workplace.
- Attends scheduled Health and Safety training and development initiatives on a regular basis.
- Maintain the Large Animal Facility to ensure the safety of all users is met and encourage safe practises by users, visitors, and contractors when operating in the Large Animal Facility.

ORGANISATIONAL OBJECTIVES

- Actively participates in and contributes to performance conversations and personal development.
- Embraces the AgResearch Values framework and develops own behaviours to support these Values on a continuous basis.
- Takes responsibility for understanding and applying AgResearch policy, processes, systems, and procedures on a daily basis.
- Performs additional tasks, duties and/or responsibilities as directed by your people leader.
- Assists and supports AgResearch activities across different science groups and business units, as agreed with your people leader.



PERSON SPECIFICATIONS

The person best suited to this position will possess the following:

EDUCATION & QUALIFICATIONS

- A relevant qualification preferred but not essential.
- Current Full Driver's License essential.

CAPABILITIES & EXPERIENCE

- Extensive knowledge and practical experience in large animal husbandry (sheep/cattle) and the requirements of working with large animals.
- Understanding of Quality Systems and their implementation.
- Knowledge and experience in how to follow Standard Operating Procedures and Research Protocols.
- Experience in sharing knowledge and coaching others.
- Experience with safe and effective use of chemicals, agricultural products and animal health drugs and remedies.
- Some experience, or willingness to learn, the use of agricultural equipment including tractor operation, forklift, loader
- Ability to work without direct supervision as and when required.
- Experience working in an environment that requires an understanding of Health & Safety requirements when handling materials and substances that may be hazardous.
- Proficient computer skills with knowledge of Microsoft and Excel.
- An eye for detail and the ability to complete repetitive and routine tasks to a high degree of quality.
- Physically fit.

COMPETENCIES

Organisational wide competencies – these are the competencies determined by the organisation as critical to every role.	
Accountability	Accepts responsibility for one's actions regardless of outcomes.
Caring About People	Displays sensitivity towards the attitudes, feelings, or circumstances of others.
Developing People	Provides support, coaching, training, and career direction to others.
Integrity	Acts honestly in accordance with moral or ethical principles.
Driving Results	Accomplishes goals, completes tasks, and achieves results.
Leveraging Diversity	Respects and values individual differences to obtain a desired effect or result.
Relationship Building	Develops collaborative relationships to facilitate current and future objectives.
Self-Development	Actively acquires new knowledge and skills to remain current with and/or grow beyond job requirements.
Role based competencies – these are the competencies required to perform this role.	
Anticipating Problems	Forecasts and detects errors, gaps, and potential flaws.
Detail Focus	Performs work with care, accuracy, and attention to detail.
Leveraging Work Skills	Applies technology and job-relevant abilities to complete work tasks.
Listening to Others	Listens and restates the ideas and opinions of others to improve mutual understanding.
Processing Information	Gathers, organizes, and analyses diverse sources of information.
Quality Focus	Strives to meet quality standards and produce quality work products.
Safety Focus	Attends to precautions and proper procedures to guard against work-related accidents and injuries.
Solving Problems	Identifies solutions given available information.
Teamwork	Collaborates with others to achieve goals.
Time Management	Plans and prioritizes work to maximize efficiency and minimize downtime.



Our Future

