

POSITION DESCRIPTION

Position Title:	Kaiārahi Māori
Reporting To:	Business Development & Marketing Group Manager
Group:	Business Development & Marketing
Location:	Lincoln
Status:	Permanent Full-time
Date:	October 2021
Purpose of Position:	<ol style="list-style-type: none"> 1. Drive the Vision Mātauranga strategy for the company by educating and supporting staff, maintaining and building strong relationships with existing and new key clients, supporting proposal development and ongoing contribution to science projects. Engage with Māori to facilitate the strategy and help LAL to successfully engage with them. 2. To secure research and development projects with commercial companies, industry bodies and non MBIE, central and local government agencies, nationally and internationally. To implement key account strategies and processes, and to instil a culture of client orientation in LAL staff. 3. This position will be a split role 50% each for Vision Mātauranga Strategy and Business Development.

Company Information

Lincoln Agritech Limited (LAL) is a leading edge research and development company with a track record for applying new and innovative engineering and science technologies to support agriculture, industry and the environment.

Vision Mātauranga. Creating better outcomes for Māori and Māori Agribusiness through research collaboration.

Sensing and Biotechnologies. Providing agricultural and industrial clients with: 1) smart sensing technologies that reduce costs, realise new revenue streams and improve decision-making - includes capability in machine vision and electromagnetics; and 2) microbial biotechnologies for biocontrol to manage disease and to enhance plant growth systems.

Environmental Research. Supplying tools that enable regional and central government, as well as water users, to manage groundwater quality and quantity, nitrogen impacts and water allocation to enable a sustainable future for New Zealand's water resource.

Precision Agriculture. Providing technologies and advice to enable efficient agricultural and horticultural production systems. Precision Ag is an agricultural management concept based on observing and responding to inter and intra-field variation. Applying inputs at the right time, in the right place in the right amounts.

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IRRICAD™ and Software. Designed by Lincoln Agritech, IRRICAD™, is a world leading computer software for designing pressurised irrigation systems. It is available in eight languages and has been exported globally since 1988. Our software consulting team have expertise in processing complex data to create simple visualisation tools and interactive dashboards.

New Materials. Creating new revenue opportunities for New Zealand's primary sector and developing new functionalised high value materials for the coarse wool industry.

LAL is a 100% subsidiary of Lincoln University and are based on campus at Lincoln University, 20 km west of Christchurch, New Zealand. The North Island office is located on the Ruakura Research Campus in Hamilton, New Zealand.

Key Responsibilities

Capability Building and Vision Mātauranga Strategy

- Increase company-wide knowledge of Māori perspectives and prerogatives.
- Raise LAL staff cultural awareness, including knowledge and understanding of te Ao Māori and tikanga Māori.
- Provide advice and guidelines on appropriate protocols for engaging with Māori, including visitors to LAL.
- Assist staff to effectively engage with hapū/ iwi and to understand opportunities for research of importance and relevance to hapū/ iwi.
- Assist with government funding applications, guiding and reviewing Māori engagement with other LAL researchers.
- Engage with hapū/ iwi to help achieve the objectives of LAL's contracts with MBIE and other funding providers.
- Enact, review and update a company-wide strategy for Māori engagement.
- Provide mentorship to others working in the Vision Mātauranga area.

Contract Research

- Develop and maintain internal, customer and stakeholder relationships to support the achievement of the company and project objectives as required.
- Work with the Business Development & Marketing Group to plan what funding proposals are required and how the BDM team will provide assistance.
- Secure R&D projects with commercial companies, industry bodies and non-MBIE, central and local government agencies, nationally and internationally.
- Target companies and their research and development needs are identified. Relationships are established with companies to provide contract research.
- Effectively coordinate and support internal aspects of research and development activities from a customer's perspective, in particular proposal writing, project management, budgeting and contracting for projects to ensure delivery of projects on time and within budget.
- Assist with the development of technical work plans and monitoring progress of these work plans.
- External non MBIE, government or NGO research funds are identified, understood and communicated to staff.
- Staff competencies and availability is identified alongside the Science Group Managers.
- Staff are coached in and assisted with proposal writing.

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- Networking events are attended and cold calls to new potential clients are made as required.
- Contribute to delivery of research programmes as required.
- Present research to stakeholders and to the wider scientific community, including through client reports and preparing papers for publication in refereed international journals and presentation at international and domestic conferences.

Client management

- Utilise a client relationship management process and system to track key activities with clients.
- Work with science staff to ensure projects are delivered on time and within budget.
- Assist clients identify and obtain external funding, or co funding to leverage their R&D investment.
- Working alongside the Finance and Administration manager to ensure LAL has first class project management and client delivery systems.
- Understand up to date market trends in relation to key industries and sectors.

Tiriti o Waitangi

- Support LAL to meet its obligations under the *Tiriti o Waitangi*.
- Demonstrate, and encourages others to demonstrate, support for the company's commitment to the *Tiriti o Waitangi*.

Health and Safety (H&S)

- Comply with all LAL and Lincoln University health and safety policies and procedures.
- Report any identified hazard, and all workplace injuries and incidents in a timely manner.
- All legislative requirements in respect of workplace health and safety are complied with.
- Protective clothing/apparatus are used where appropriate.

Other Duties as Required

- Perform other reasonable duties as agreed and requested by the Group Management team or CEO.
- Provide services to an agreed standard.
- The company's common goals are achieved collaboratively.
- Comply with all LAL and Lincoln University policies and procedures.

Authorities

This position is not responsible for the supervision of staff. This position has a delegated authority in line with the delegated authority policy.

Key Relationships

The appointee is expected to establish effective working relationships with:

Internal

- Staff within the Business Development & Marketing Group
- The wider Lincoln Agritech team
- Staff at Lincoln University, as required

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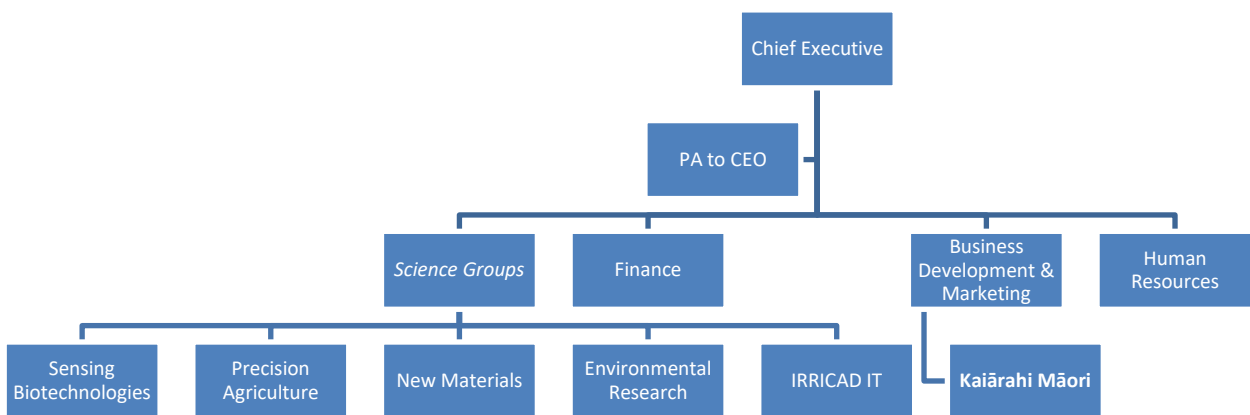
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External

- Research collaborators domestically and internationally
- Clients
- Contractors and sub-contractors
- Professional bodies
- Local and regional councils
- Individuals and businesses in New Zealand and internationally, specifically hapu/ iwi/ Māori businesses
- Government Funding Agencies

Organisational Context



Key Capabilities (as applicable)

Qualification

- A relevant tertiary qualification in Business, Māori and Indigenous Studies, Marketing, Agriculture, Science or similar.
- Current drivers licence.

Experience

- 5 years’ proven and applicable experience delivering or partnering with Māori in Vision Mātauranga projects.
- High level of competency with te Reo Māori and working within a te Ao Māori environment.
- Ability to lead and support non Māori within te Ao Māori environment.
- Relevant experience in a business development or sales role.
- A sound understanding and practical experience in tikanga and kawa.
- Have existing and broad relationships with mana whenua, Iwi, hapū, whānau and hapori.
- Familiarity with MBIE’s Vision Mātauranga policy.
- Working knowledge of funding application processes.
- Experience with writing technical proposals, RFPs or other technical type reports.
- Maintains awareness of project schedules and delivery to client.

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Technical Skills (including scientific, commercial and strategic skills, as appropriate)

- Working knowledge of the funding application process is desirable.
- Experience writing technical proposals, RFPs or other technical reports.
- Strong organisational, planning, and project execution skills.
- Good oral and written communication skills.
- Ability to work accurately with particular attention to detail.
- Intermediate skills in MS Office.

Personal Attributes

- Good levels of emotional intelligence.
- A quick learner.
- Strong analytical and critical thinking skills.
- Thorough, with sound attention to detail.
- Strong written and oral language skills, comfortable to present in a group setting.
- A high level of confidentiality when managing sensitive information, and acts with integrity and honesty at all times.
- Capable of managing multiple tasks.
- Ability to adapt to sudden changes in deadlines or reporting requirements.
- Acts with integrity and honesty at all times.
- A can-do attitude, with sound problem solving ability, working in a dynamic environment.

Key Competencies

Collaboration

- Provide help and support to others readily.
- Be respectful, courteous and polite towards others.
- Value the opinions and ideas of others.
- State personal opinions and areas of disagreement tactfully.
- Support group decisions following the team consensus.
- Participate in group meetings and team interactions.
- Ability to initiate and grow mutually beneficial relationships.

Drive for Results

- Deliver own tasks and work to agreed timescales and quality standards, checking for errors and mistakes.
- Approach tasks and work in a systematic and organised manner.
- Take initiative within scope of authority.
- Demonstrate persistence and perseverance to achieve goals.
- Take personal accountability for delivery against targets and objectives.

Innovation and Change

- Demonstrate an openness to new methods, ideas, or approaches and being positive towards change.
- Improve efficiency and productivity in own work area and role.
- Collaborate effectively in unstructured or dynamic environments.

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- Take on new challenges or tasks at short notice.
- Evaluates alignment and identifies opportunities.

Scientific Process

- Follow accepted scientific approach.
- Always provide honest and accurate data.
- Contribute to or write funding proposals.
- Monitor project performance and budget.

Customer-Centric

- Provide a prompt, professional and timely service to customers, stakeholders and colleagues.
- Listen to customers, stakeholders and colleagues to understand their needs.
- Address questions and feedback from customers, stakeholders and colleagues.
- Use open and probing questions to better understand customer, stakeholder and colleague needs and objectives.
- Build rapport with customers, stakeholders and colleagues, establishing trust and open communication.
- Demonstrate empathy and understanding of customers, stakeholders and colleagues.

Communication

- Communicate clearly and accurately in writing.
- Speak with confidence and clarity.
- Provide clear information and explanations.
- Share a different point of view or perspective.
- Balance speaking and listening, taking care not to interrupt or speak over people.

Decision Making

- Use verbal sources of information making accurate decisions and sound judgments.
- Use numerical sources of information making accurate decisions and sound judgments.
- Identify problems successfully.
- Consider a range of options before making a decision.
- Demonstrate sound judgment based on logic and fact.
- Question assumptions and probe for further information.
- Produce workable solutions to problems encountered in their work.