

ROLE DESCRIPTION



He kura te tangata

Position title	Scientist
Primary work unit	Paihau Robinson Research Institute
Responsible to	Chief Scientist / Engineer Materials
Responsible for	No direct reports
Position status	Fixed-term, full-time
Hours of work	37.5 per week
Salary	Range SE in the academic collective agreement
Our vision	Te Herenga Waka–Victoria University of Wellington will be a world-leading capital city university and one of the great global-civic universities.
Our mission and purpose	Te Herenga Waka–Victoria University of Wellington’s mission is to undertake excellent research, teaching and public engagement in the service of local, national, regional and global communities.
Our values	Te Herenga Waka–Victoria University of Wellington’s core ethical values are respect, responsibility, fairness, integrity and empathy. These values are manifested in our commitment to civic engagement, sustainability, inclusivity, equity, diversity and openness. We prize intellectual rigour and independence, academic freedom, critical enquiry and excellence.

Te Herenga Waka —Victoria University of Wellington

Te Herenga Waka - Victoria University of Wellington is New Zealand’s globally ranked capital city university, focused on engaging with Wellington, New Zealand and the Asia-Pacific region and connecting with the world. The University values the expertise of its staff in supporting and enabling teaching, research and engagement activities.

Te Herenga Waka - Victoria University of Wellington is committed to the Treaty of Waitangi. “Mai i te iho ki te pae” is the Māori Strategic Outcomes Framework which is linked to the University’s Strategic Plan. Mā te rautaki tātou e koke whakamua (via the strategy we strive to move forward together).

For further information about the University go to <http://www.wgtn.ac.nz>

Position purpose

The Scientist will work within the Robinson Materials team. Initially investigating the development of cryogenic memory devices and their integration with superconducting electronics which will enable tomorrow's high-performance computing.

The Scientist must work in the best interests of the University including its community of students and staff. The Scientist / Engineer must also assist the University to meet its mission and strive to behave in a manner that reinforces the University's values.

Position location

The role is located within the Paihau - Robinson Research Institute.

Strategic context

The multidisciplinary Paihau - Robinson Research Institute is internationally recognised for the impact of our applied research into superconductivity and electromagnetic technologies. Our world-leading programmes in materials and engineering deliver globally sought-after graduates and transform tomorrow's industries

Key responsibilities

Science and engineering excellence:

- Conducts scientific and/or engineering projects to meet an agreed research plan in a logical, methodical manner.
- Solves routine day-to-day problems without assistance.
- Contributes to concept development and the development of project plans.
- Contributes to writing research reports, final results, interpretation and recommendations.
- Leads small projects.
- Undertakes research & publishes results of projects.
- Communicates in written and oral formats the outcomes of projects to the scientific community, colleagues, collaborators and clients as appropriate.
- Establish a reputation for professional competence and sound judgment.
- Keeps up to date with science and engineering advances within their areas of expertise.
- Reports to Programme Managers.

People development and infrastructure:

Personal Growth

- Take responsibility for and implements agreed actions for personal growth and development to ensure improved performance and career satisfaction.

Teamwork

- Works effectively in a team.
- Establishes appropriate working relationships with colleagues & project team members.

Liaison and Communication

- Establishes and maintains effective working relationships with colleagues and external business networks as appropriate.

Health and Safety:

- Be aware of responsibilities regarding Health and Safety requirements both for self, colleagues and working environment.
- Ensure the correct reporting paths are taken when an incident, near miss, etc occurs.
- Maintain the team's requirements for Health and Safety and standard operating procedures.

- Actively participate in all relevant training.
- Each year complete the University's e-learning module Health & Safety at Victoria, including the assessment.
- Be able to demonstrate actions in an emergency situation that are specific to the workplace and are designed to keep individual safe.

Resource Management / Process Improvement:

- Ensure the optimal use of available resources in delivering the planned outputs within agreed timeframes.
- Support the team in looking for areas where products, plans, processes, methodologies or systems can be improved to increase productivity.

Key relationships

The following positions report directly to the appropriate Programme Manager. The Scientist will develop and maintain excellent working relationships with staff in the Paihau - Robinson Research Institute. The Scientist will also work with external suppliers and other internal areas as required to perform effectively in the position.

Competencies

Competency	Demonstrated by
Stakeholder Engagement	Individuals who display this competency understand and believe in the importance of client service. They listen to and understand the needs of internal and external clients. They meet and exceed client needs to ensure satisfaction
Self-management	Effectively plans and organises work to achieve desired outcomes; proactive, remains focused, takes action to overcome obstacles and follows through to completion
Integrity	Is fair, open, honest and consistent in behaviour and can be relied upon; is receptive to Māori, Pasifika and multicultural issues; generates confidence in others through professional and ethical behaviour
Innovation	Questions the way things are done; encourages discussion, free debate and generation of creative ideas and solutions; learns from past mistakes; generates new and creative ideas to improve the status quo
Communication	Clearly and concisely communicates with a wide range of people in all situations, both orally and in writing; effectively listens; understands cultural differences in regard to communication
Teamwork	Works co-operatively, respects and is open with others in a team-setting in order to achieve results and team goals
Analysis & Judgment	Individuals who display this competency are able to identify and analyse issues and problems, consider alternatives, make sound decisions and commit to a course of action
Stakeholder Engagement	Individuals who display this competency understand and believe in the importance of client service. They listen to and understand the needs of internal and external clients. They meet and exceed client needs to ensure satisfaction

Education, Experience and Knowledge required

- PhD in physics, materials science or a related field.
 - Fully trained in basic procedures and techniques.
 - Proven experience with planning and managing own work under supervision.
 - Delivers agreed outputs to an acceptable standard on time.
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Delegations

There are no delegated authorities for this position.

Will be provided a Victoria University Purchasing Card and will be required to effectively self-manage spending.

Performance Criteria

An individual yearly plan will be developed that reflects the contribution this position is expected to make towards achieving the team's objectives and measures. The Plan will contain objectives that are consistent with the Key Result Areas in this Role Description.
