

# Laboratory Technician



*The purpose of this position is measuring natural isotopes and gases in water, sediment, and ice core samples for water dating and paleo-climate studies.*

<b>Reports to:</b>	Earth and Environmental Science Laboratory Manager
<b>Department:</b>	Laboratories and Collections
<b>Group:</b>	Science
<b>Tenure:</b>	Permanent
<b>Location:</b>	Lower Hutt
<b>Direct reports:</b>	Nil
<b>Budget:</b>	Nil
<b>Career Path:</b>	Specialist
<b>Job Family:</b>	Research, Lab & Field Technology
<b>Career Step:</b>	Technician 1 / GNS Band 4
<b>Date:</b>	November 2022

## Position priorities and responsibilities

- Receipt, registration, preparation of water and/or ice samples for analysis of tritium, radon, CFCs and/or SF<sub>6</sub>.
- General maintenance of laboratory equipment and testing new equipment.
- Troubleshooting laboratory instrumentation.
- General maintenance of laboratory hardware tools.
- Assisting team with research and advice for buying new laboratory equipment.
- Making approved equipment and consumable purchases.
- Write new and revise old standard operating procedures used in the lab.
- Occasional field work.
- Assisting scientists with research projects.
- Occasional training of new Water Dating Laboratory technicians.
- Undertaking projects as directed by your manager and/or lead scientists as and when required.

## Responsibilities of all staff

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- Comply with all GNS Science policies and procedures.
- Contribute to making GNS Science a healthy and safe place to work by complying with the responsibilities and accountabilities outlined in the Health and Safety Management System Framework.

The responsibilities of this position will change over time to respond to changing needs. The incumbent will need the flexibility to adapt and develop as the company and its environment evolves.

## Key working relationships

### Internal:

- Staff in Water Dating Laboratory
- Staff in the Earth and Environmental Science Laboratories team
- Lead scientists and laboratory manager for Water Dating Laboratory
- Staff in Stable Isotopes Laboratory and Radiocarbon when appropriate
- GNS Science staff

### External:

- Clients such as regional councils
- Chemical and consumable suppliers
- Waste companies
- Instrument engineers/technicians and representatives to resolve problems in the lab

## Person specification

### Skills, knowledge and attributes

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#### Essential:

- Computer skills.
- Friendly, outgoing.
- Physically fit.
- Good mechanical and technical skills.
- Good problem-solving skills.

#### Desirable:

- Familiarity with Excel, Word, databases.

### Experience

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#### Essential:

- Work, study or training experience in a laboratory setting.

#### Desirable:

- Work experience in a science organisation.

### Qualifications

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#### Essential:

- Undergraduate degree.
- Chemical training.

#### Desirable:

- Degree in chemistry or physics.

## Other requirements

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### Desirable:

- Manual driver's licence.

## Performance Dimensions

At a high level, GNS Science recognises six **Performance Dimensions**: three relate to technical capability, one relates to leadership (if applicable) and two relate to the *way we work*. Below are the general expectations that are the minimum standards expected of all staff. There are also expectations that specifically relate to the career step associated with the role; you can find these on GNS Online.

## Technical capabilities

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### Scope, complexity and innovation

- Enduring commitment to maintaining and developing skills and knowledge in area of expertise.
- Both the ability and desire to apply appropriate rigour, principles and practices to deliver quality work in a cost-effective manner.
- Acts in a manner that conveys high personal and professional standards.
- Open to coaching and feedback – incorporates suggestions to find better ways of doing things (to improve own and GNS Science performance).

### Contribution to GNS Science / profession

- Establishes and maintains effective and collaborative working relationships – with colleagues and external individuals and groups.
- Both the ability and commitment to work in a culturally responsive and inclusive manner; respecting and valuing the diverse perspectives of individuals and groups.
- Takes an interest in early career colleagues, graduates and students – provides coaching and/or mentoring as appropriate. Supports initiatives to promote science careers.
- Prevents harm to self and others by carrying out duties safely and responsibly.

### Delivery of work

- The ability and commitment to deliver pieces of work and projects on time to required quality, cost and benefit parameters.
- The application of appropriate project management rigour, principles and practices to delivering quality projects in a cost-effective manner

## Behavioural expectations

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### Manaakitanga – we do the right thing

Champions a positive working culture. Works and interacts with colleagues, external partners, stakeholders and customers in a way that is consistent with our values:

- We are **CONNECTED** in our purpose; with each other, with partners and stakeholders and with our communities.
- We are **INSPIRED** by our work to explore, challenge, innovate and aim higher.
- We are **EMPOWERED** to be our best – valued for our differences, encouraged to contribute and enabled to grow and develop.

### Bicultural commitment

- As a Crown Research Institute, GNS Science is committed to partnering with iwi/hapū and Māori communities and agencies to achieve their science aspirations.

- We do this in a way that is culturally appropriate (**tikanga**) and honours Māori and non-Māori worldviews (**te ao**).

These expectations are intended to support and guide the development of individual staff.