Technical Specialist (Propagation)
Position Description

POSITION DETAILS					
Position Title	Technical Specialist (Propagation)				
Department	Nursery (TC)				
Reports to	Lab Manager				
Location	Pakenham				
Classification	Research Band – 4 to 5 (depending on experience)				
Incumbent	Vacant				
Prepared by	Daniel van der Veen	**Signature**		**Date**	
Approved by Manager	Marius Boarta	**Signature**		**Date**	
Direct Reports (Titles)	N/A				

POSITION SUMMARY
The Technical Specialist is responsible for overseeing the quality and technical performance across the TC Lab. The TS ensures execution and adherence of best-practice plant propagation and clean stock protocols for all areas of the lab. To support this, the role is accountable for assessing and auditing plants and plant growing systems quality, review and development of documented technical material including Tissue Culture media formulae. An essential component of this role is to transfer knowledge and experience to develop the technical competence of TC operational staff. The role will lead research and development initiatives, projects, and programs for TC.

KEY LIASONS	
Internal	Nursery Operations Manager, Laboratory Manager, Laboratory Technicians and Laboratory Assistants
External	Nurseries, suppliers, customers.

KEY RESULT AREAS AND PERFORMANCE TARGETS

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Key Result Areas	Objectives	Key Performance Indicator(s)
Research & Development	▪ Establish and maintain clear communication channels to ensure effective collaboration between R&D team members (local and global), senior management, and external partners throughout project lifecycles. ▪ Lead and manage tissue culture development projects, including trials, fast-track programs, and related initiatives. Conduct comprehensive risk assessments to identify potential challenges, such as contamination or technological failures, and develop robust mitigation strategies to address these risks, ensuring project continuity. ▪ Drive the adoption of innovative strategies and technologies to enhance R&D capabilities and improve project outcomes. ▪ Monitor key performance indicators (KPIs) related to production rates, staff efficiency, and contamination reduction, ensuring that projects meet or exceed set targets. ▪ Leverage successful methodologies from other laboratories and share findings to improve overall research and production efficiency across teams. ▪ Provide technical guidance and support to internal and external stakeholders on best practice propagation and clean stock protocols and provide advice as requested.	▪ Contamination rates ▪ Success rate of trials ▪ Production yield ▪ Staff productivity rate ▪ Adoption of new technologies
Procedures & Protocols	▪ Establish and lead a continuous improvement program to regularly evaluate tissue culture (TC) lab protocols and procedures, providing training to ensure smooth initiation and consistent application. ▪ Monitor plant growth and development to ensure alignment with set specifications. Promptly address deviations by identifying root causes and implementing corrective actions to maintain optimal processes. ▪ Promote team collaboration by leveraging problem-solving skills to address challenges and identify opportunities for refining techniques and enhancing efficiency. ▪ Collaborate with international tissue culture teams to adopt and implement advanced processes and assess their effectiveness to drive innovation and improved outcomes.	▪ Plant growth deviation rate ▪ Effectiveness of implemented improvements ▪ Training completion rate
Initiations	▪ Utilise Invitro Soft (IVS) software to accurately document and manage all aspects of the tissue culture initiation phase, including recording data for the establishment of new clones, from explant selection through to their preparation and placement into culture media. ▪ Ensure strict adherence to best practice protocols throughout the initiation process to optimise the success rate of new plant cultures.	▪ Accuracy of data documentation in IVS ▪ Initiation success rate of new plant cultures ▪ Protocol adherence rate ▪ Frequency of protocol updates ▪ Improvement in initiation outcomes over time

	▪ Regularly review and update initiation protocols based on the latest research and outcomes, ensuring high standards and continuous improvement in tissue culture practices.	
Deflasking	▪ Manage the acclimatisation of tissue culture plants in greenhouse environments, ensuring a seamless transition from laboratory to glasshouse conditions. ▪ Provide technical expertise and hands-on support to greenhouse operations, ensuring the application of best practice protocols, including Clean Stock testing (true-to-type verification and plant health assessments), de-flasking, and propagation methods. ▪ Consistently evaluate new technology, methods or information available to improve productivity and plant quality in the de-flasking process	▪ Survival rate of acclimatised plants ▪ Time to acclimatise tissue culture plants ▪ Compliance with Clean Stock protocols ▪ Plant health and true-to-type accuracy ▪ Propagation success rate
Genetics import & Export	▪ Oversee all aspects of export preparation, both interstate and internationally, ensuring full compliance with regulatory and logistical requirements. ▪ Develop and implement export protocols, including testing and documentation processes, to facilitate smooth and efficient global exports. ▪ Provide expert guidance to Nursery Planning teams in completing import documentation, ensuring that all genetic material is handled and processed in line with established protocols.	▪ Compliance rate with export regulations ▪ On-time export shipment rate ▪ Accuracy of export documentation ▪ Successful import documentation completion rate ▪ Incident rate of shipment delays due to non-compliance
Nucleus & Clean Stock	▪ Maintain best practice protocols and procedures for the initiation process in the TC Lab, and provide training to ensure effective implementation. ▪ Offer technical guidance and establish best practice protocols for greenhouse operations and other technical teams/stakeholders. ▪ Develop and define protocols for evaluating trueness to type in clones. ▪ Implement and uphold best practice protocols for clone selection and propagation.	▪ Training completion rate for initiation protocols ▪ Accuracy in trueness to type evaluation ▪ Success rate of clone selection and propagation ▪ Stakeholder satisfaction with technical guidance
Safety, Environmental & Quality	▪ Ensure compliance with internal Safety policies and procedures and participate in department related incident investigation and risk management activities. ▪ Drive a strong safety performance culture with a focus on early notification and proactive risk management approach. ▪ Promote high levels of workplace satisfaction managing effectively day to day people issues as they arise or if applicable, of direct reports. ▪ Maintain the lab facilities and equipment to a safe working standard at all times and in consultation with the Site Manager.	

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QUALITY & INNOVATION
▪ Ensure the standard operating procedures for critical process are developed and maintained. ▪ Ensure management information and accounting records are correctly maintained in accordance with Company procedural requirements. ▪ Contribute, share and communicate to foster teamwork. ▪ Generate creative solutions and attempt at different and novel ways to deal with problems and seek opportunities.
WH&S
All employees of Driscoll's Australia must be able to demonstrate the following work practices and commitment to WH&S systems and processes: ▪ Follow all Workplace Health and Safety policies and procedures at all times; ▪ Ensure that all staff under supervision abide by the Workplace Health and Safety policies and procedures at all times; ▪ Continuously aim at improving safety in all aspects of their work and to encourage staff under direction to do likewise; ▪ Work with a "safety mind" and will not carry out any activity unless confident that they have sufficient knowledge to do is safely. If the incumbent is in any doubt as to the safety of the activity and / or process he / she will stop and seek guidance from a qualified person. ▪ Report any safety hazards to the relevant supervisor / manager.
FOOD SAFETY
All employees of Driscoll's Australia are expected to demonstrate the following work practices and commitment to supplying safe, quality and ethically sourced berries. Driscoll's employee's day to day behaviour and decisions in relation to food safety and quality are key to ensure we can deliver this. ▪ Always follow Driscoll's Food Safety and Quality related policies and procedures ▪ Demonstrate good personal hygiene practices ▪ Report any food safety hazards or near misses to the relevant supervisor / manager
DRISCOLL'S VALUES
All employees of Driscoll's Australia must emulate and uphold the values of Passion, Humility and Trustworthiness.

Passion	The passion to excel and accomplish great things.
Humility	The humility to respect and learn from colleagues and competitors.
Trustworthiness	The trustworthiness that transforms our dependence upon one another into our greatest strength.

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COMPETENCIES	
	Rating
Experience: Experience in leading research programs and TC practical experience.	**Important**
Follow-up & Initiative: Ability to organise a research project for efficient use of resources.	**Important**
Attention to Detail: Ability to perform accurate data entry and Quality checks on plant material produced.	**Important**
Analytical & Problem Solving: Strong analytical skills to evaluate data and effectively solves problems to improve and maintain successful lab operations.	**Important**
Technical Expertise: Proficiency in advanced laboratory techniques including microbiology and plant tissue culture methods.	**Important**
Team Oriented: Experience in working collaboratively with cross-functional teams to achieve research objectives.	**Important**
Continuous Improvement: Ability to identify and implement process improvements within the laboratory to enhance accuracy and overall productivity.	**Important**
Communication & Collaboration: clear communication, active listening, strong presentation skills, conflict resolution, task coordination, and cross-functional teamwork to ensure successful project outcomes.	**Important**
Bachelor's Degree: Horticulture, Agricultural Sciences, Plant Science, Biology or related field	**Important**