

I work at AgResearch and wish the following points to be noted, particularly in response to AgResearch's submission.

Flexible careers are required, where we are able to mix science project work with supporting employees and the organisation in other ways (i.e., non-science project work) e.g., Māori, diversity, wellbeing, H&S, compliance... We must value all types of work/contribution.

Staff (both science and non-science/support) must be recruited with not only technical ability but with increased diversity encompassing e.g., Māori, disability, gender, age/generation, race, and also desirable behavioural traits e.g., compassion, team players.

We must attract and develop talent: recruit early career scientists and technicians and retain them with good conditions and interesting work. It's important to have science continuity and vitality. We must plan for succession especially in specialist areas. Those nearing the end of their careers must pass on their knowledge and skills to newer staff.

Determining and defining science capability must be flexible and creative. Publication metrics are an important but small part of that. We also need to include tools, innovations, technologies, systems, agents, patents, solutions, products, international recognition, awards... And recognise other supporting skills e.g., Māori, diversity, wellbeing, H&S, compliance...

Thanks, Linley.