



Activate Ag Labs
76 Colemans Road
Carrum Downs, Vic. 3201
Australia
ABN: 82 678 794 833

1st May 2025

Research Scientist (Formulation)

Company	Activate Ag Labs
Location	76 Colemans Rd, Carrum Downs, VIC 3201, Australia
Direct report to	R&D Manager
Internal contacts	R&D Manager, Research Scientists, Lab Technicians; HR/IT/Accounts
External contacts	Global affiliates, Customers/Clients, Suppliers, Service Contractors, Academics

Overview

Join a research and development team working on multidisciplinary projects to develop seed coating formulations for worldwide agriculture. As a Research Scientist, you will lead and report on project progress, outlining milestones and communicating obstacles and successes.

Key duties, job functions, and expectations

- Adhere to all health and safety policy, exercising care at all times and ensuring work practices do not place anyone at risk. Report all hazards and incidents to assist with prevention strategies.
- Assessing and documenting safety and risk.
- Abide by and develop new laboratory methods, protocols, and procedures.
- Carry out and document experiments; accurately collecting, analysing, and interpreting data.
- Develop new formulations; material selection and sourcing, formulating, testing, and upscaling.
- Write and present reports.
- Contribute to the efficient running of the company.
- Communicate continually with all staff and show initiative through the improvement of processes.
- Assist in maintaining a workable laboratory; ensuring equipment and environment is kept functional.
- Assist with quality assurance and other offered services.
- Participate and contribute to meetings in a polite and timely fashion with internal and/or external contacts.
- Collect information through literature reviews, seminars/workshops, external discussions, etc.
- Any other duties within the scope of this position that may arise as time-to-time as directed.



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Prerequisites

- Must have the legal right to work in Australia.
- Degree in Chemistry, Material Science, or similar with laboratory experience.
- English must be fluent.

Essential criteria

- Experience in a laboratory environment.
- Experience in the operation of analytical instruments and use of statistics to interpret results.
- Experience in the formulation of either seed coatings, paints, adhesives, polymers, or similar.
- Computer literate.
- Strong written and oral communication skills, including ability to prepare reports and present results of scientific investigations.
- Ability to work effectively as part of a multidisciplinary research team with global objectives.
- Professional and respectful behaviour with a positive attitude and ability to learn.

Desirable criteria

- Experience in seed coating industry, background in pesticide application, and/or in agronomy.
- Experience in chemical/industrial plants.
- Familiarity with regulatory standards.
- An interest in sustainability, agriculture, plant nutrition, or microbiology.





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Conduct

The Research Scientist shall demonstrate ethical qualities within the framework of the company governance underpinned by compliance and adherence to the Code of Conduct at all times.

Attributes

Promote and support:

- A diverse, yet unified team whilst working together to meet our common goals.
- Honesty and have integrity without compromising the truth.
- Celebration and sharing of success.
- Generation of new ideas and creative approaches to problem solving.
- Sharing of ideas through open communication.
- Acceptance of responsibilities, meeting commitments and take responsibility for their decisions and actions.
- Understanding of a healthy life and work balance.
- Respect to oneself and others, maintaining the environment of teamwork and growth.

Application

Please submit your CV and a brief cover letter.