

Particulars of Appointment



Harper Adams
University College

Lecturer/Senior Lecturer in Veterinary Nursing

The University College

Harper Adams University College is the premier UK Higher Education (HE) institution focused on the land-based and food supply-chain sectors, and has an increasingly important national role in teaching a wide range of rural subjects. Situated in rural and scenic Shropshire the University College, and its surrounding area, provide an excellent working and living environment for staff and students alike, yet the University College campus is only one hour from the UK's second city of Birmingham. Over 2,500 HE students attend the University College, primarily on sandwich courses which include a year-long industrial placement.

The University College was founded by Thomas Harper Adams in 1901 on the original farmland of the Harper Adams Estate. The University estate includes amenity areas, woodland, a commercial farm of 205 hectares, with rented land the total area farmed is approximately 508 hectares, spread over several locations with cereals, potatoes, forage maize and grassland carrying a dairy herd, sheep, beef, pig and poultry units.

The Privy Council awarded taught degree awarding powers to Harper Adams in 1996 and research degree awarding powers in July 2006.

The University College offers a wide range of courses including Foundation and Honours degrees, in addition to shorter awards designed to meet the continuing professional development needs of those already in the workplace. The subjects are extremely wide ranging and cover Agriculture, Animal Welfare and Managements, Business, Countryside, Engineering, Food, Leisure and Tourism and Land & Property Management. The University College has also focused on developing its postgraduate education and research and there is a growing number of postgraduate students at both diploma and masters level.

Harper Adams has built up an international reputation for the quality of its courses and has achieved the highest possible ratings in recent Quality Assurance Agency reviews. There is active encouragement of research in preparation for the Research Excellence Framework (REF) and the University College was pleased to receive confirmation in RAE 2008 that a number of areas of research were rated as being of international importance. Our extensive programme of research and education for rural professionals supports a high profile of business and community reach-out work, short course delivery for businesses and technology transfer activities supported by strong industry links and partnerships with companies such as JCB, Marks & Spencer and HSBC Bank.

Harper Adams has been listed as the UK's Best University College in the Sunday Times University Guides for the last five years. In the 2012 guide (published September 2011), Harper was placed 6th for teaching excellence (from 122 higher education institutions), 6th for student satisfaction, with the institution's graduate unemployment statistic one of the lowest in the UK.

The Quality Assurance Agency's most recent institutional audit (March 2010) concluded with a confidence judgment and identified features of good practice, including the ways in which employers support the design and delivery of our curricula, the approach to quality enhancement, including the work of the *Aspire* Centre for Excellence in Teaching and Learning programme and the quality management arrangements that have been put in place to support the development and implementation of employer-focused programmes.

In recognition of its excellent teaching, Harper Adams University College was named a Centre for Excellence in Teaching and Learning (CETL) being one of only 54 HE institutions across England to receive such an award. Through the £1.9 million funding available from the award the University College provided a centre on the campus where innovative approaches to teaching and student support have been developed. The *Aspire* CETL has also provided a focus to develop part-time work based learning, placement learning, learner support arrangements, professional skills and e-learning.

Harper Adams has extensive, well-equipped teaching facilities. These include lecture theatres, tutorial rooms, a recently constructed library with environmental management features, a variety of IT suites including an engineering design centre, extensive laboratory facilities, a field laboratory, the farm, a glasshouse complex, an agricultural engineering unit with a large covered soil working area and a number of sustainable technology installations.

A focal point of Harper Adams's involvement with the food industry and the agri-food food supply chain is the Regional Food Academy (RFA) building. This resource has been established within a £4 million project through which Harper Adams and the RFA's staff provide support to food businesses. The food technology resources of the RFA underpin food industry related undergraduate teaching and short courses as well as the technical and consultancy services provided to the food industry by the RFA. Through the work of the RFA, Harper Adams is involved with a broad spectrum of food businesses, from regional SMEs to national and international blue chip companies.

The University College was accredited as an Investor in People in April 2003 and re-accredited in 2006 and 2008. It provides a range of training and professional development opportunities via its staff development programme.

Other facilities at the University College

The University College's Students' Union operates a small gym and squash courts that staff may use on the payment of a nominal fee. The University College operates tennis courts, an open-air swimming pool and bowling green that are available for staff use during the summer period. University College catering outlets provide access to lunch facilities on campus.

Students and staff are able to take part in a number of social activities in support of the local community, including Pantomimes, Reviews and other charitable activities.

For further details about the University College, please visit our website:

<http://www.harper-adams.ac.uk>

The Animal Production, Welfare and Veterinary Sciences Department

The Animal Production, Welfare and Veterinary Sciences Department (APWVS) currently consists of 32 teaching and 16 technical and support staff in the following areas: Animal Systems, Animal health and Welfare and Veterinary Nursing. The Department actively contributes to all course areas offered by the University College, principally in the 'Animal', 'Veterinary Nursing' and 'Agriculture' related course areas, in addition to research and outreach initiatives.

An integral part of the University College campus is its 230-hectare farm which provides excellent facilities for demonstrating sound commercial practice and supporting student projects and research. The farm and the Animals Department at Harper Adams together operate, dairy, beef, sheep, pig and poultry enterprises, all of which are used extensively in teaching, research and reach-out activities.

The Harper Adams Companion Animal House is a purpose-build building housing a range of small mammals and exotic species including guinea pigs, rabbits, degus, rats, snakes and birds. It also has a paddock and stabling for a small number of horses. The unit is used to demonstrate the husbandry and handling of small animal species and allow behaviour and welfare studies to be carried out on a range of species.

The Veterinary Nursing Unit allows the teaching of clinical and non-clinical skills to students studying veterinary nursing and other course areas. It consists of a pseudo-veterinary practice that includes a functional operating theatre, pre-operative room, x-ray room and consulting room.

The proposed development of the Veterinary Services Centre is scheduled to be available for use by the students at the start of 2014/15 academic year. The plans show a multipurpose design that will provide facilities for physiotherapy (including Hydrotherapy) and animal behaviour cases to support teaching across a wide range of programmes in veterinary nursing, physiotherapy and behaviour and welfare at both undergraduate and postgraduate level. In addition to this it will provide a research base for the provision of evidence to support the teaching and as a means of enhancing the reputation of the professionals through publication in refereed journals.

Harper Adams has a modern well-equipped laboratory complex supported by a laboratory manager and five full-time technicians. The laboratory complex facilitates both teaching and research, and houses six teaching laboratories equipped for studies in Nutrition, Soils, Crop Protection, Applied Biology, Microbiology and Molecular Biology. In addition, there are controlled access areas for project and research work in Microbiology, Applied Science and Molecular Diagnostics.

Many of the staff within APWVS are research active, details of which is published every year in the Harper Adams Research Report. In addition to research output, staff from APWVS are active within the wider national and international academic community as members of learned societies, editors and reviewers of scientific journals, external examiners at other institutions and by attendance at conferences and scientific meetings (see Harper Adams Annual Research Report, available on request).

The department contributes to all the programme areas delivered by the University College, principally to the Agricultural related courses and in particular the Animal related courses. The animal courses offered by the University College are detailed in the Animal-Related Courses brochure (appended to this document). Current developments include MSc in Veterinary Physiotherapy and the Blended / distance learning Diploma in Advanced Veterinary Nursing and BSc Honours part time degree in veterinary nursing. The Veterinary Nursing and Bioveterinary Science programmes continue to recruit strongly and the resurgence of Agriculture recruitment contributes to buoyant student numbers in the animal subject area.

APWVS is actively involved in reach-out, both in terms of full cost short-courses and in the transfer of research output to industry for application. The department is heavily involved in the training of Suitably Qualified Persons (SQP) as defined in the Veterinary Medicines Regulation and a number of other part-time blended learning work-based programmes including a range of Veterinary services related topic areas. These initiatives include elements of distance learning and the accreditation of work-based learning. The department encourage staff to take full advantage of the facilities in teaching, research and reach-out and have an active policy of developing new and innovative means of delivering teaching both on campus and wider.

The Appointment

With the development of masters level programmes in veterinary nursing there is a need for further development of the veterinary qualified team. The team participate in the delivery of undergraduate and postgraduate teaching, reach-out and research related to veterinary nursing. The team currently consists of 12 graduate veterinary nurses and veterinarians.

The appointee will have a specific role to enhance the reputation of the department in the delivery of higher level veterinary nursing related teaching and research.

Harper Adams undergraduate Veterinary Nursing courses incorporate the RCVS qualification and as such there is a requirement for students to undertake work experience within Veterinary Training Practices. There may be a requirement for the successful candidate to participate in the verification of student training of veterinary nurses whilst at Training Practices.

The outline duties and responsibilities of the post will include:

- Participation in and development of the teaching across a range of topics related to Veterinary Nursing;
- Participation in and development of the research and reach-out activity of the Department;
- Undertake the duties of a member of academic staff including:
 - o Participation in the organisation and supervision of undergraduate and postgraduate research projects;
 - o Involvement in the supervision of students during their veterinary practice placement periods;
 - o Participation in the broader academic and corporate life of the University College;
- Such other duties as requested by the Line Manager

If not already a Fellow, the appointee will be expected to become a Fellow of the Higher Education Academy within three years of taking up the post. The College will provide training as necessary and will pay the one-off accreditation fee.

Qualifications and Experience

The successful candidate will be a Veterinary Surgeon (MRCVS) or Veterinary Nurse (RVN) with a first degree or Dip AVN, lecturing desirable and veterinary practice experience essential. It will be an advantage to have a higher degree and evidence of a keen interest in research and publication. Ability to work as a member of a team is essential, whilst the ability to work alone will be desirable. Ability to communicate effectively verbally and in writing will be needed. Specific veterinary/ veterinary nursing skills will complement the current team.

Conditions of Service

Salary The commencing salary will be within the range £31,020 - £45,486 per annum. The point of entry will be dependent upon relevant qualifications and experience. Salaries are paid monthly, in arrears, by credit transfer.

Pension The person appointed will be entitled to participate in the Teachers' Pension Scheme (TPS) subject to its terms and conditions from time to time in force, unless election is made to make private pension arrangements or to participate in the State Earnings Related Pension Scheme (SERPS)

Contract of Employment The Contract of Employment will be that agreed between PCEF and the unions recognised at national level (the Polytechnics and Colleges National Negotiating Committee Lecturers' Common Interest Group) on 5 December 1990, revised to comply with the Trade Union Reform and Employment Rights Act 1993 and the provisions of the National Framework Agreement for the modernisation of pay structures. The main features are:

- participation in staff appraisal schemes;
- exclusivity of contract;
- clauses relating to patents and inventions, copyright, confidential information, pensions, sickness and maternity benefits

A full copy of the Contract of Employment and associated conditions will be available for inspection by candidates shortlisted for interview.

Removal Expenses The lowest of three tenders for removal expenses within the United Kingdom will be refunded. If the successful candidate terminates the engagement within six months of commencement the removal expenses must be repaid to the College.

Probationary Period The appointment is subject to satisfactory completion of a twelve month probationary period.

Criminal Convictions The post involves the opportunity for access to children and young persons under the age of 18. For this reason the College is entitled to take into account any criminal convictions, cautions or impending case(s) that it considers to be relevant to this post.

The post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. This means that applicants are not entitled to withhold information about convictions which for other purposes are “spent” under the provisions of the Act.

Applicants must therefore complete the part of the application form declaring any criminal convictions and cautions from any court or police authority. The successful applicant will have to undergo a Criminal Records Bureau check before an appointment can be made.

References

Candidates should ensure that they provide full details of the name and postal address of their referees. Please include e-mail addresses and telephone numbers wherever possible.

Referees should include your present, or most recent, employer. References will normally be taken up immediately in respect of candidates short listed for interview. **If you do not wish any reference to be taken up at this stage, please enter an ‘X’ in the relevant box provided on the application form.**

Application Procedure

All applications should be completed and submitted using the Harper Adams e-Recruitment programme at <http://jobs.harper-adams.ac.uk>

to arrive no later than **Friday 18 May 2012**

Short-listed candidates will be invited to interview on Thursday 14 June 2012