



**Harper Adams  
University**

## **Particulars of Appointment**

### **Lecturer in Entomology (Permanent)**

#### **The University**

Harper Adams University 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, and its surrounding area, provide an excellent working and living environment for staff and students alike, yet the University campus is only one hour from the UK's second city of Birmingham. Over 2,500 HE students attend the University, primarily on sandwich courses which include a year-long industrial placement.

The University was founded by Thomas Harper Adams in 1901 on the original farmland of the Harper Adams Estate. The University estate includes amenity areas, woodland, and 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 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 and Land & Property Management. The University 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. Masters and PhD programmes in entomology and pest management are currently areas of rapid development within the University

Harper Adams University has research competence across the entire agri-food chain and is ideally located in the centre of a mixed livestock and arable farm. Facilities within close proximity of the livestock units and field plots include laboratories, glasshouses, and engineering workshops. Research is increasingly organised through interdisciplinary centres eg the Centre for Integrated Pest Management, the National Centre for Precision Farming and the Soil and Water Management Centre are based at Harper Adams and academic staff are encouraged to work within one or more of these. Harper Adams is rapidly expanding research with a 65% increase in external funding from 2013 to 2014. In the 2014 REF (Research Excellence Framework), 100 per cent of the research conducted by Harper Adams University was assessed to be of international quality, with more than 50 per cent either world leading or internationally excellent. There are approximately 60 research students registered for MRes, MPhil or PhD.

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. 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 AGCO, JCB, Marks & Spencer and Rabobank.

The University was awarded gold medal status in the recent Teaching Enhancement Framework (TEF) assessment exercise. In the 2018 Complete University guide, Harper Adams is positioned 46th out of a total of 129 higher education institutions in the UK. Harper Adams was also voted University of the Year in the WhatUni Awards in 2016 and 2017. Harper Adams has an enviable record in employment terms, showing that our graduates are highly sought after in the jobs market. According to the Higher Education Statistics Agency (HESA) employment performance indicator, 98% of 2015/16 graduates were unemployed six months after graduation

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 and a livestock project centre, a glasshouse complex, an agricultural engineering unit with a large covered soil working area and a number of sustainable technology installations. A dedicated entomology laboratory has recently been developed.

The University was accredited as an Investor in People in April 2003 and re-accredited in 2006, 2008 and 2011. It provides a range of training and professional development opportunities via its staff development programme.

### **Other facilities at the University**

The University's Students' Union operates a small gym and squash courts that staff may use on the payment of a nominal fee. The University operates tennis courts, an open-air swimming pool and bowling green that are available for staff use during the summer period. University 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, please visit our website:

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

### **The Crop and Environment Sciences Department**

The Crops and Environment Sciences (CES) Department consists of 34 academic members of staff providing high quality teaching to undergraduate and postgraduate students. The Department also delivers several short courses, such as BASIS Crop Protection, FACTS Fertilisers and Agricultural Awareness, for continuing professional development of the industry.

The Department is also actively involved in research, with 5 Professors and a total of 23 staff publishing peer-reviewed papers. The Crop and Environment Research Centre (CERC) provides dedicated facilities and the technical expertise required to conduct the wide range of research projects and commercial crop trials undertaken by University staff. The main areas of research include producing food and non-food crops by sustainable methods (including IPM) and the conservation of biodiversity.

Most of the undergraduate teaching is delivered to FdSc and BSc Agriculture (& routes), FdSc and BSc Countryside Management, BSc Countryside and Environmental Management, BSc Geography and Environmental Management and BSc Wildlife Conservation with Environmental Management courses. The CES Department also delivers modules for a range of Masters courses including MSc Entomology, MSc Integrated Pest Management and MSc Agriculture Undergraduate courses have a work placement providing strong links with commerce, industry and the professions.

Staff are encouraged to contribute to the development and delivery of the Workforce Development agenda through Short Courses and CVE programmes, to seek research grants/awards and to conduct research leading to peer-reviewed academic journal articles, conference papers and articles of professional and industry-related interest.

### **The Appointment**

The person appointed will be responsible to the Head of the Crops and Environment Sciences Department for the discharge of his/her duties which, appropriate to experience and background, will include:

- Contributing to the successful teaching, assessment and management of a suite of undergraduate and postgraduate modules within the subject area of entomology
- Participating in the development, organisation and delivery of UK and overseas short courses within the entomology subject area
- Participating in the organisation and supervision of undergraduate and postgraduate student dissertations, projects and vocational placements.
- Managing and undertaking research and consultancy relevant to entomology
- Delivering tangible academic outputs in the form of PhD graduates and peer-reviewed journal and conference papers;
- Generating external funding (from national, international, industry and other sources) to support entomology research;
- Maintaining and developing relationships with key organisations within the entomology sector
- Participation in course management structure and adherence to the quality assurance procedures of the University;

- Attending conferences and meetings and delivering lectures and presentations to outside organisations.
- Contributing to the broader academic life of the University
- Such other duties as may reasonably be requested by the Head of Crop and Environment Sciences Department

## **The Person**

For Harper Adams to be a premier provider of higher education for the land based industries, it is essential to have expertise to underpin our provision within this sector. This appointment represents an exciting new development by the University to expand and strengthen entomology teaching and research

Suitable candidates will have a good first degree and a higher degree in entomology or related area. Candidates should have a strong interest in entomology including a specialist area of interest that could be developed into a successful research programme. Applications from individuals with research experience and a developing portfolio of publications would be particularly welcomed.

In addition to delivering undergraduate and postgraduate teaching sessions, the postholder will also be expected to generate research funding, develop short course opportunities on behalf of the University and deliver consultancy.

This is a career-enhancing appointment for a highly qualified and focused academic who ultimately will be given the academic freedom to develop their own leading research group. The post requires dedication and commitment to the highest academic principles and offers a unique opportunity in a highly important subject area.

The University has a positive policy on staff development and the appointee will be encouraged to gain additional experience and/or qualifications relevant to the post.

## **Person Specification**

This is a lecturing position demanding a responsive and committed approach to the role. The post will involve working outside of normal office hours and require travelling within the UK and overseas.

Applicants should have;

- a) A suitable postgraduate entomological qualification or equivalent experience (Essential)
- b) Evidence of excellent written English and communication skills (Essential)
- c) Experience of entomology, particularly within an agricultural and/or environmental context and evidence of an established or developing profile (Essential)

- d) Evidence of a record in research and contributions of published works at national/international conferences and in peer reviewed journals within the entomology subject area (Essential)
- e) An ability to contribute to the successful teaching, assessment and management of a suite of undergraduate and postgraduate modules relevant to entomology, IPM or ecology (Essential)
- f) An ability to successfully undertake undergraduate and postgraduate supervision (Essential)
- g) An ability to work effectively in a team (Essential)
- h) A full UK driving licence (Essential)
- i) An ability to apply research findings to practical situations (Desirable)
- j) An ability to participate in the development, organisation and delivery of short courses as appropriate within the entomology and IPM sector (Desirable)

### **Conditions of Service**

<b>Salary</b>	The commencing salary will be £32,958 per annum. Salaries are paid monthly, in arrears, by credit transfer.
<b>Pension</b>	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)
<b>Contract of Employment</b>	<p>The Contract of Employment will be that agreed between PCEF and the unions recognised at national level (the Polytechnics and Universities 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:</p> <ul style="list-style-type: none"> <li>- participation in staff appraisal schemes;</li> <li>- exclusivity of contract;</li> <li>- clauses relating to patents and inventions, copyright, confidential information, pensions, sickness and maternity benefits</li> </ul> <p>A full copy of the Contract of Employment and associated conditions will be available for inspection by candidates shortlisted for interview.</p>
<b>Removal Expenses</b>	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 University.

**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 University 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 shortlisted 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**

For further details about this position and the University, please visit our website:

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

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

**Closing Date:** Friday 6<sup>th</sup> October 2017