



## **JOB DESCRIPTION**

**Title of the post:** Reader in Beef Production  
[Permanent, Full Time]

**Department:** Animal Production, Welfare and Veterinary Sciences

**Reporting to:** Head of Animal Production, Welfare and Veterinary Sciences

### **The University**

#### **Background**

Harper Adams University is the leading UK Higher Education (HE) institution focused on the land-based and food supply-chain sectors with an important national role in these subject areas.

Situated on a single campus 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. Around 3,000 HE students attend the University, primarily on sandwich courses which include a year-long industrial placement. Undergraduate and postgraduate degrees are offered. The University also welcomes individuals who wish to undertake CPD or similar professional training to support their careers in the agri-food chain and rural industries.

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 640 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 2006. Full University Title was granted by Her Majesty's Privy Council in December 2012. The University changed its legal status to that of a Company Limited by Guarantee in July 2012 and remains one of a small number of Universities which are Registered Charities. Her Royal Highness The Princess Royal became the University's first Chancellor in 2013.

#### **Academic Provision**

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 wide ranging and cover Agriculture, Animal Studies, Business, Countryside, Engineering, Food and Land & Property Management. From 2020, the University will also be offering Veterinary Medicine. The University has also focused on developing its postgraduate education and research and there are a growing number of postgraduate students at both diploma, masters and PhD 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, and holds a Gold Teaching Excellence Framework (TEF) award. There is active encouragement of research and the University took part in the last Research Excellence Framework (REF) exercise. 56% of our submitted research was rated either internationally excellent or world leading and 100% was rated of international quality. Our extensive programme of research and education for professionals in the land-based and food chain sectors 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 and Marks & Spencer amongst many others.

## **Recognition**

Harper Adams is consistently positioned highly in a range of national ratings, performance measures and league tables.

In the period since 2011, Harper Adams has won six Times Higher Education Awards including Outstanding Fundraising Initiative (2014), and has been shortlisted for fourteen other THE awards. In 2018, the Times Higher has shortlisted the university for the prestigious title of University of the Year, putting Harper Adams in the top six universities in the country. The finals are in June 2018.

In the 2016 and 2017 Whatuni? Student Choice Awards, based on student reviews, Harper Adams took the title of University of the Year and won the Student Support and Job Prospects gold awards, plus silver and bronze in further categories. In 2018 the University was runner up for the University of the Year title and won 3 gold awards, 3 silver and 3 bronze. It is the only University to win Student Support since the awards began four years ago and has won the category for best job prospects for three years running and best courses and lecturers for two years running.

Harper Adams ranked second in the 2016 Times Higher Education Student Experience Survey. In the Times and Sunday Times Good University Guide 2017, the University was ranked 36th, the highest position yet achieved by a post-1992 university, and was awarded the title of Modern University of the Year. In 2017 it was the highest ranked modern University for the second year in a row. In the QS World Rankings for Agriculture and Forestry published in March 2018, Harper Adams was ranked second in the UK for academic reputation and second in the world for its reputation with employers.

## **Facilities**

Harper Adams has extensive, well-equipped facilities and is constantly investing in its campus. Facilities include a range of modern teaching facilities and an extensive library, a variety of IT suites including an engineering design centre, newly extended 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. In 2013 a new teaching building and a new agricultural engineering innovation centre opened. In 2015/16 these were followed by two further buildings, one for veterinary services and one for entomology, and new halls of residence. Further new facilities opened in the period since 2017 include new laboratories, an Agri-Tech Innovation Hub and SMART Dairy Unit. Capital funding to support the development of many of these facilities has been provided through the work of the Development Trust. The University provides a range of training and professional development opportunities via its staff development programme.

## **Catering and Sports Facilities**

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 has an open-air swimming pool and bowling green that are available for staff use during the summer period and new tennis courts have recently been developed. A variety of University catering outlets provide access to lunch facilities on campus.

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

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

To undertake research, teaching and any other duties as specified by the Head of Department for the Animal Production, Welfare and Veterinary Sciences to support the development of research and postgraduate taught programmes in ruminant systems, in order to develop the profile of the University and enhance the reputation of the individual and Harper Adams University. This appointment is supported by ABP UK one of Europe's largest Beef processors and will work closely with the sponsor in the development and delivery of their agricultural Beef research programme. This programme is focused on a dedicated working farm within 5 miles of the University, which combined with Harper Adams activities provides a number of unique research opportunities to identify enhancement activities for practicable wide spread application throughout the industry.

## **Main Duties and Responsibilities**

### **Research**

1. To develop a research and knowledge transfer programme in the area of ruminant meat systems. This will be achieved by securing research income and collaborating with other of Harper Adams University's departments, other HEIs and appropriate external organisations, in particular the collaboration between the University and ABP UK.
2. To provide an 'external face' to the wider industry, Government departments and agencies, professional and academic/research bodies etc. in matters related to the expertise of the post-holder and to promote Harper Adams as a source of expertise and research activity relating to ruminant systems.
3. To publish research outputs in appropriate journals and to present work at national and international meetings and conferences.
4. To help ensure that the work undertaken is co-ordinated with the activities of other of Harper Adams University's departments, thus to enhance interdisciplinary approaches throughout the University's core functions.
5. To make a significant contribution to the generation of additional University funds from industry, levy bodies, government research councils and other appropriate sources, thus to enhance the academic programmes and resources of the institution, especially in relation to the provision of new facilities and equipment.
6. To act as the ABP UK Beef Consultant, guiding, endorsing, critiquing, developing and initiating the Farm trial activity in partnership with ABP UK

### **Teaching**

7. To contribute to curriculum development, the recruitment and selection of students, examining and counselling students, meetings of appropriate academic boards and committees.
8. To design modules appropriate to areas of personal expertise within the undergraduate and postgraduate curriculum.
9. To deliver lectures, tutorials, seminars and other classes, as appropriate.
10. To supervise undergraduate students undertaking research projects and dissertations.

11. To support undergraduate students during placement periods, as appropriate.
12. To supervise postgraduate student research projects with particular emphasis on PhD projects.

### Other Duties

13. To take an active role in promoting the University and its activities, in particular but not exclusively the collaboration with ABP UK, in conjunction with the University's Marketing and Communications Department.
14. To help plan, develop and manage the relationship with ABP UK and physical facilities of the institution relevant to the role and their use specific to the Department, in conjunction with other groups or departments where the facilities are shared.
15. To take an active role in Departmental meetings and committees, with specific, but not exclusively, interest in the collaboration with ABP UK.
16. To participate in appropriate professional activities that will enhance the reputation of the post-holder, the relationship with ABP UK and the University.
17. To act as the key relationship Manager between the University and ABP UK in developing mutually beneficial added value activities for both parties.
18. To develop rolling programme of Honours Project activity plus Farm placement activity for Harper Adams undergraduates on the ABP UK R&D Farm.
19. To support ABP UK in promoting its farm research and development activities with external stakeholders.
20. All other duties and responsibilities commensurate with the post and the salary range of the grade.
21. Whilst the post-holder will have responsibility for the above tasks, he/she will be assisted by other members of staff in the implementation of various elements, as it is essential that the post-holder has sufficient flexibility to develop and maintain external relationships and collaborations.

### Personal Specification

	<b>Essential</b>	<b>Desirable</b>
Qualifications	A post graduate qualification in a relevant discipline related to the remit of the post or equivalent experience	
Experience	An established profile relevant to areas of ruminant systems  Experience of raising research grant income  Evidence of collaborative working within academia, cross disciplines and particularly with industry	

	Ability to successfully undertake graduate supervision	
Knowledge/Skills	<p>An extensive publication record</p> <p>Proven ability to make a clear contribution to the international research profile of the University</p> <p>Ability to design and deliver modules and/or programmes</p> <p>Proven track record of working with industry in converting research into applied practice.</p>	
Personal Qualities	<p>Excellent written and oral communication skills with an ability to interact with staff at all levels both internally and externally</p> <p>A willingness for occasional overseas travel as required</p> <p>Working understanding of livestock farming practices and not afraid to become hands on when warranted.</p>	

This is a position demanding a responsive and committed approach to the work in hand. The post may involve working outside of normal office hours and will require some travelling within the UK and overseas.

### **Conditions of Service**

**Salary** The commencing salary will be within the range £51,630 to £59,828 per annum. Entry level is 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 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:

- 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 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.

**Application Procedure:**

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

**To be completed no later than midnight on 19<sup>th</sup> May 2019**