



JOB DESCRIPTION

Title of the post: Lecturer in Sustainable Crop Production & Agronomy
[Permanent, Full Time]

Department: Crops & Environmental Sciences

Reporting to: Head of Crops & Environmental 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, Applied Life Sciences, Animal Science and Health, Business, Countryside, Engineering, Food and Land & Property Management. 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 including Saputo Dairy UK (formerly Dairy Crest), CLAAS and Ice Robotics.

Current high profile projects include the Hands Free Farm – following on from the world-first Hands Free Hectare autonomous farming success; controlled traffic farming and development of laser weeding.

Recognition

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

The University has been the highest performing modern university in The Times and Sunday Times Good University Guide for the last three years, climbing to 33rd place in the overall league table.

In the QS World Rankings for Agriculture and Forestry published in March 2019, Harper Adams was ranked first in the UK for academic reputation and second in the world for its reputation with employers.

In the 2019 Whatuni? Student Choice Awards, based on student reviews, Harper Adams won the Student Support category for the fifth time – the only university to have taken the title since the awards began - and won the category for best job prospects for a fourth year running.

The university has also made great advances in the Complete University Guide, progressing from 84th to 27th place in five years.

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. New facilities opened since 2017 include new laboratories, an Agri-Tech Innovation Hub and SMART Dairy Unit. A new Centre for Animal Health and Well-being is due to commence construction in summer 2019 ahead of the opening of the Harper & Keele Veterinary School in 2020. 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 bowling green and tennis courts that are available for staff use during the summer period. 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>

The Crop and Environment Sciences Department

This new post will be based with the Crop and Environment Sciences (CES) Department. The Department consists of 36 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 actively involved in research, with 4 Professors and approximately 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 general 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 supported by the Department is delivered to FdSc and BSc Agriculture (& routes), FdSc and BSc Countryside Management, BSc Countryside and Environmental Management, BSc Geography and Environmental Management, BSc Wildlife Conservation Applied Zoology and Applied Biology courses. The CES Department also delivers modules for a range of Masters courses including MSc Entomology, MSc Integrated Pest Management and MSc Agricultural Science. 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 Crop and Environment Sciences Department for the discharge of his/her duties which, appropriate to experience and background, will include:

- Delivering a range of relevant modules to undergraduate and postgraduate students (including generic modules relating to research methods and skills development) and short course delegates.
- Contributing to the successful teaching, assessment and management of a suite of undergraduate and postgraduate modules relating to Northern European sustainable crop production and agronomy.
- Participating in the development, organisation and delivery of short courses as appropriate.
- Managing and undertaking relevant research
- Participation in the course management structure and quality assurance procedures for full and part time courses at the University.
- Maintaining and developing relationships with key organisations in the Agronomy and Crop Production related industries.
- Participating in the organisation and supervision of undergraduate and postgraduate student dissertations, projects and vocational placements.
- Contributing to the broader academic life of the University.
- Attendance at conferences and delivery of occasional lectures to outside organisations.
- Such other duties as may reasonably be requested by the Head of Crop and Environment Sciences Department such as acting as a course or placement manager

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 teaching provision within this sector. Suitable candidates will have a good first degree in agriculture or related subject and a higher degree but we will also consider applicants with extensive technical knowledge and expertise such as qualifications in BASIS and FACTS.

Candidates should have an interest and experience in Northern European sustainable crop production with a particular focus on the UK. The successful applicant will deliver teaching within this area. Applications from individuals with an established academic record, with research experience and a portfolio of publications

would be welcome. All candidates should have an active interest in research and technology transfer and knowledge exchange. Applications from candidates who have an interest in developments within the industry relating to precision farming, robotics and agri-environment will also be welcomed.

Personal Specification

	Essential	Desirable
Qualifications	A suitable degree qualification and higher degree (eg PhD), or equivalent postgraduate experience within a relevant discipline	
Knowledge/Skills	<p>Evidence of excellent written English and communication skills</p> <p>Ability to deliver a range of relevant modules and contribute to the successful teaching, assessment and management of a suite of undergraduate and postgraduate modules relating to Northern European crop production and agronomy</p> <p>Ability to successfully undertake undergraduate and postgraduate supervision</p> <p>Ability to participate in the development, organisation and delivery of short courses as appropriate.</p>	Evidence of an interest in research and a proven ability to apply research findings to practical situations
Personal Qualities	A full UK driving licence and no legal restrictions on overseas travel other than standard visa and immigration requirements	An established profile relevant to the areas of sustainable crop production and agronomy

Conditions of Service

Salary The commencing salary will be within the range £34,189 to £38,460 per annum. Subject to satisfactory performance, salary progression maybe paid on an annual basis on to the point 44 of the Senior Lecturer scale. 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 Thursday 15 August 2019