

JOB DESCRIPTION

TITLE OF THE POST: Herdsperson – Full-Time
DEPARTMENT: The Farm
REPORTING TO: Dairy Manager

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. 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>

The Dairy Herd

The dairy herd some years ago has expanded to 380 cows and moved to a Greenfield dairy unit. The University dairy herd operates commercially, alongside farm based research and teaching facilities. The unit features a comprehensively equipped 40 point internal rotary parlour (Westphalia), backing gate, segregation gates and a viewing gallery. Housing consists of two spacious, light and airy cow buildings. One building is entirely cubicle based the second building is half cubicles and half straw yard. In addition, the new dairy development includes a new silage pit, slurry system and dedicated food storage facilities together in addition there has been a general refurbishment and improvement to field infrastructure. Within the dairy there is also a dedicated trials facility which allows up to 60 cows to be individually fed and monitored for research and development purposes.

The dairy herd is largely a pedigree Holstein Friesian herd. The herd's objective is the efficient production of milk with careful attention to animal health, target yields are 10,000 litres per cow. Cows are housed throughout the transition period on straw (3 weeks pre-calving and 3 weeks post calving). Post calving cows are checked daily to ensure they are in suitable condition to be transferred into the high yielding group or into a dedicated Heifer group. Cows in the high yielding group are fed indoors and given access to a loafing paddock. Cows and heifers are then transferred into a low yielding group once they are confirmed in calf and their yield has fallen below 22 litres. During this time a greater emphasis is placed on producing milk from forage with cows being grazed during the summer and fed a low concentrate TMR during the housing period.

All replacement animals for the dairy herd are reared on site. Animals unsuitable for breeding replacements are bred to Hereford or continental bulls to generate beef animals a proportion of which will be used to stock the University beef unit. Surplus calves are sold at a local livestock market.

Calves are reared using a hutch based system through to weaning thereafter the calves are transferred to group hutches until approximately 3 months of age. From this point young stock go to grazing or a dedicated young stock rearing building which is a combination of straw yards and cubicles.

Key to success of the young stock rearing enterprise is the continuous monitoring of animals throughout the two year rearing programme; this is achieved through continuous growth monitoring and rigid implementation of rearing protocols. The target is to generate well grown healthy animals which enter the dairy herd at two years of age.

In 2018 an additional 60 cow dairy unit was opened which is used to support research work particularly precision dairy technology. The cows are milked by a robot and other automatic equipment such as robot scraping and feed pushing features.

The Appointment

The Dairy Team

To help ensure the success of this flagship enterprise we wish to add to a strongly motivated team with a range of skills and experience. Whilst experience and formal qualifications in dairy farming or working with animals is desirable, individuals who do not have this experience but are well motivated, enthusiastic and can demonstrate a willingness and ability to develop new skills are particularly welcomed.

Irrespective of previous experience, full training will also be provided both initially and throughout employment with the University.

Main Duties and Responsibilities

You will play a key role in the daily operations of the dairy unit. The main duties of the role include:

To milk the herd and maintain the parlour and dairy in accordance with the Milk & Dairies Regulations whilst achieving top class standards in the areas of animal care, hygiene, fertility, production, foot care, grassland management, nutrition and general animal husbandry.

Duties will include:

- Care of the two herds on a day to day basis, informing the Herd Managers of any major activities/problems.
- Ensuring that the highest standards of housekeeping are maintained throughout the site.
- Assisting with profitably maintaining productivity which is currently at 10,000 litres.
- Taking a role in providing, monitoring and recording information such as nutrition, breeding, genetics and animal health.
- Efficiently maintaining required herd records such as NMR, the medicine book, health events and individual cow records
- Planning for and meeting all necessary milk production standards:
- Carry out all practices necessary to achieve a Bactoscan of less than 50 and somatic cell count of less than 200 throughout the year
- To ensure no milk quality failures including antibiotic failures and nil extraneous water
- Compliance with Health & Safety Regulations
- Maintenance of the parlour and dairy hygiene
- Assisting in ensuring that optimum levels of herd fertility are achieved
- Assisting in general stock care duties when required
- Working as an efficient and flexible team member
- Ensuring that all activities such as milking, are carried out as efficiently and timely as possible to maintain performance and cow welfare
- Assisting students, staff and visitors to understand, and make use of, University dairy facilities where necessary
- Assisting with other farm duties necessary to the successful operation of the dairy enterprise
- All other duties and responsibilities commensurate with the post and the salary range of the grade.

Person Specification

	Essential	Desirable
Qualifications		Formal qualifications in a relevant discipline Experience/qualifications in artificial insemination Possession of a full driving licence is desirable but not essential
Experience		An understanding of the principles of dairy production Experience in the operation of agricultural machinery or similar plant/machines

Knowledge/Skills	<p>An ability to work effectively individually and as part of a team</p> <p>An ability to take responsibility for allocated tasks and make sound decisions</p> <p>An ability to learn new skills</p> <p>Motivation to work in a role that involves working with animals</p> <p>Commitment to ensure the highest standards of livestock health and welfare</p> <p>Attention to detail and accurate record keeping</p> <p>Exceptionally high standards of housekeeping/hygiene</p>	
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Conditions of Service

The national recommendations which have arisen from the negotiations between UCEA and the unions recognised at national level, the Joint Negotiating Committee for Higher Education Staff (JNCHES), directly affect the terms and conditions insofar as they have been adopted by the Board of Governors.

Salary Competitive salary with on-site accommodation available. The point of entry will be dependent upon relevant qualifications and experience. Salaries are paid monthly, in arrears, by credit transfer.

Hours of Work This is a full time post. The nature of the post is such that you are expected to work flexibly and for such hours that are necessary in order to fulfil the duties and responsibilities of the post in the professional manner expected. Typically, however working hours are weekdays 4.30-12.30 with a break until 14.30-17.30 plus alternate weekends where hours are normally 4.30-8.30 and 14.30-17.30. You will work 10 days and then have 4 days off (2 weekdays plus the weekend).

Holidays The annual holiday entitlement will be 21 working days and 3 University closure days and Bank Holidays. After 5 years continuous employment by the University, the annual holiday entitlement will increase to 25 working days. The holiday year runs from 1 April to 31 March and in the holiday year in which the employment commences or terminates the holiday entitlement will accrue on a pro-rata basis for each complete week of service. The timing of holidays is subject to the agreement of the Line Manager.

Sick Leave During periods of certified sickness the post-holder will be eligible to receive sick pay in accordance with the University Sick Pay Policy. The payment of sick pay is subject to compliance with the University rules for the notification and

verification of sickness absence, details of which will be provided to the successful applicant upon commencement of employment.

Pension

Option to join NEST Pension Scheme (5% employer contribution & 5% employee contribution)

Criminal Convictions

The post involves substantial 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 the 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 would be considered "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. It will be necessary for you to obtain a Disclosure & Barring Service Check (formally known as Criminal Records Bureau CRB) to confirm that you do not have any criminal convictions relevant to the post and that you are not banned from working with children. Full details will be provided once an offer of employment is made.

Exclusivity of Service

You are required to devote your full-time attention and abilities to your duties during working hours and to act in the best interests of the University at all times. Accordingly, you must not, without written consent of the University, undertake employment or engagement including external consultancy, which might interfere with the performance of your duties or conflict with the interests of the University.

It follows that, regardless of whether you are employed on a full-time or part-time contract, you are required to notify your line manager of any employment or engagement which you intend to undertake whilst in the employment of the University (including any such employment or engagement which commenced before your employment under this contract). Your line manager will then notify you within 10 working days whether such employment or engagement is prohibited.

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:

Applications should be made by sending a full Curriculum Vitae and supporting statement, which clearly highlights how your skills and experience match the requirements of the role, to Dawn Crowther, Head of HR at dcrowther@harper-adams.ac.uk.

To be submitted no later than Midnight on Monday 26th August 2019.