



## **JOB DESCRIPTION**

- Title of the post:** Lecturer in Entrepreneurship and Enterprise Management  
(Permanent, Full Time)
- Department:** Land Farm and Agribusiness Management
- Reports to:** Associate Head of Department (Business, Agribusiness and Agrifood)

### **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 33<sup>rd</sup> 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 84<sup>th</sup> to 27<sup>th</sup> 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>

## Agribusiness Management at Harper Adams University

The Agribusiness Team are one of the three teaching teams within the Land, Farm and Agribusiness Management Department (LFABM).

Business and Management topics are taught to a range of students from across the university. Undergraduate degree routes linked to the department include:

- Business Management with Marketing
- Agribusiness
- Agrifood Marketing with Business
- Rural Enterprise and Land Management
- Rural Property Management
- Real Estate

In addition, business topics are taught to students studying; Land Management, Farm Management, Food and Consumer Studies, Engineering and Vet Nursing. Business and Management topics are taught to over 500 students each year.

Business Management subjects at Harper Adams are taught via a small team of academics, many of whom left careers in industry to join our teaching team. We pride ourselves on being experienced, real-world professionals and this means that the teaching we deliver is both **applied** and **relevant** for graduates leaving our institution with a Harper Adams University degree.

## Main Duties and Responsibilities

The main duties of the role include:

### Teaching

- Developing and delivering lectures, tutorials, seminars, workshops and other classes at undergraduate level.
- Designing, preparing and marking exam and coursework assessments at undergraduate level, including the development of site-based projects, business simulations and entrepreneurial workshops.
- Supervising undergraduate students undertaking research projects and dissertations.
- Contributing to undergraduate curriculum development through the design of modules appropriate to areas of personal expertise – especially entrepreneurial thinking and enterprise growth.
- Supporting and visiting undergraduate students during placement periods, as appropriate.
- Undertaking research or other scholarly activity, in support of your teaching, leading to the publication of technical papers, conference presentations or the development of CPD initiatives

The exact focus of activity will be determined through negotiation with the individual staff members, recognising their aspirations and strengths, University priorities, administrative and development needs.

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. They will be expected to become a member of the Higher Education Academy within the first three years of employment.

### Other Duties

- Participating in the recruitment and selection of students at University Open Days and events.

- Undertaking a range of administrative duties to support the general management and development of the University, its students, courses and staff, including attendance at appropriate departmental meetings, academic boards and committees.
- Participating in appropriate professional activities (external consultancy/business support) that will enhance the reputation of the post-holder and the University.

### Person Specification

Harper Adams University seeks to appoint a Lecturer/Senior Lecturer to join their Business Management team. This is an exciting opportunity for an enthusiastic business professional, who is passionate about and motivated by communicating and applying sound management ideas. Ideally, you can offer us experience in Entrepreneurship/Enterprise/Sales & Marketing or Purchasing/Negotiation.

You might already have experience of lecturing/teaching or you may be working in a management, consultancy, advisory or sales role and fancy a change. What is important is that you are comfortable having a 'business' conversation with our students, can share your experience and apply management theory to the 'real world' and inspire them to achieve their very best.

Candidates should be able to demonstrate the following characteristics:

|                    | <b>Essential</b>  | <b>Desirable</b>  |
|--------------------|---|---|
| Qualifications     | Undergraduate degree in relevant business subject area<br><br>A teaching qualification <b>or</b> relevant industry experience.  | Membership of an appropriate professional body  |
| Experience         | Post-qualification experience in a lecturing or relevant entrepreneurial/business start-up role   | Knowledge of Enterprise/starting and developing businesses <b>and successful</b> entrepreneurial organisations<br><br>Knowledge and experience of both UK and International commercial practices<br><br>Experience of teaching, possibly in Higher Education. |
| Knowledge/Skills   | Competent and confident in the application of starting and developing businesses in theory and practice.<br><br>Experience with a range of software and a willingness to engage with and adopt the new technologies and teaching practices  | Commitment to contribute significantly to the pedagogical development of the team <b>and/or</b> a desire and ability to engage in knowledge transfer activities and projects  |
| Personal Qualities | Sound written and oral communication skills, including the ability to present to large and small groups or on a one-to-one basis.<br><br>Evidence of relevant entrepreneurial traits and their implementation in the classroom or the real world<br><br>Evidence of personal learning and development | Willingness to engage 'outside of the curriculum' and support course, student or team activities. Support students with their own start-ups. Develop business clubs and organise events.  |

## Conditions of Service

**Salary** The commencing salary will be within the range £34,189 to £50,132 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 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.

*This post may meet the relevant criteria to allow the University to issue a Certificate of Sponsorship to non-EEA nationals who wish to come to work in the UK through Tier 2 of the Points Based Immigration System. For information on the sponsorship system, please visit the UK Visas and Immigration website at <https://www.gov.uk/government/organisations/uk-visas-and-immigration>. You are advised to assess your circumstances against the criteria set out in the UKVI policy guidance, available at <https://www.gov.uk/browse/visas-immigration>. UK NARIC provides advice and guidance on international qualifications at [UK NARIC Visas and Nationality](#)*

**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 19<sup>th</sup> September 2019**