



JOB DESCRIPTION

Title of the post: Butcher (Full Time, Permanent)

Department: Catering

Reporting to: Head Chef

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 and apprenticeships 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 five years.

In the QS World Rankings for Agriculture and Forestry published in March 2020, Harper Adams was ranked, for the third time, as first in the UK for academic reputation and second in the world for its reputation with employers.

In the 2020 Whatuni? Student Choice Awards, based on student reviews, Harper Adams won the best job prospects category for a fifth year running.

The University is one of the UK's Top 10 for student satisfaction, based on the results of the National Student Survey, and number 1 for graduate employment based on the 2020 Graduate Outcomes survey.

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 Veterinary Education Centre opened in 2021, in support of existing programmes and the new Harper & Keele Veterinary School. Capital funding to support the development of many of these facilities has been provided through the work of the Development Trust.

The University also 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 Kitchen Team

The Catering Department consists of:- Head of Catering, 2 Clerical Assistants, Catering Operations Manager Head Chef, 2 second chefs , 1 chef de partie , 1 Butcher, 5 Chefs, 2 Kitchen Assistants & Front of House Staff. The dining room seats 320 students during term time and caters for various conferences out of term. There are 4 other catering outlets around the University campus

The Catering Team

The Department, under the direction of the Head of Catering, is responsible for the provision of daily meals for students and University staff and for the provision of conference catering facilities. Major conference activity is normally confined to the holiday/out of term periods.

Head of Catering, 2 Clerical Assistants, Catering Operations Manager, 4 front of house Supervisors, thirty contracted Catering Assistants and twenty part-time Catering Assistants. The majority of the part-time staff are employed on term-time only contracts.

There is a modern, well equipped kitchen adjacent to a large dining room which operates on a self-service system. The seating capacity of the dining room is 320 although the daily throughput for lunch during term-time can reach 450 – 500. There is also a Cafeteria, with a seating capacity of 100, and a recently opened Café facility in our prestigious new Learning Resources Centre both currently operated during term-time only.

Main Duties and Responsibilities

The main duties of the role include:

- To be responsible for the butchery, preparation and presentation of all raw meat items for students, staff and functions, to quality standards set by the head chef, for the numbers determined by the Catering Office.
- Have skill set/qualifications to the equivalent of City & Guilds 706 1 & 2 or NVQ Levels 1,2 and 3 that are equivalent in the butchery industry.
- To utilise Harper farm produce in its most basic form to integrate food items into menus & keep the “farm to fork” initiative running.
- To promote the point above & generate other subsidiary items such as: Homemade pies, curing & work with chefs to generate innovative recipe ideas.
- To liaise directly with the onsite farm & managers concerned to enable sufficient supply & demand of raw product and also responsible for the other ingredients needed & equipment used.
- To lead by example & actively promote harper produce in its integration with all menu design & promotion
- To actively encourage teamwork and team spirit by offering excellent team work ethic.
- To take a “hands on” approach as appropriate to the needs of the business
- To ensure that all food storage, preparation, cooking and service of all foods meet the departments HACCP/Hygiene procedures.
- Assistance in ensuring that all menu items are available to the chefs and that food service staff are aware of correct portion sizes in accordance with main production plan.
- To inform the head chef/second chef/catering office of any malfunction of catering equipment.

- Responsible for kitchen staff and areas on occasions when Head Chef or 2nd Chef or leading chef are unavailable
- Ensuring the kitchen and dining room areas are secured at the end of the evening and all equipment is switched off and secure.
- Ensuring the kitchen and restaurant areas are unlocked at the start of the early shift.
- Ensuring that cleaning procedures/schedules are followed and maintained accurately
- Be courteous and professional at all times.
- Adhere to kitchen cleaning rota with special attention to the raw meat area
- Assist with accepting deliveries as required especially the raw meat & relevant grading of animal paperwork.
- Assist with stock take as required
- To be involved with staff training and induction
- Commit to the Colleges staff development.
- Such other duties as reasonably requested by the appointee's line management

Personal Specification

	Essential	Desirable
Qualifications	Butchery Qualification Health & Safety qualification – food safety level 4 or similar.	Computer literate – keyboard skills and familiar with Microsoft office software and e mail
Experience	Previous experience of working in a Butchery department	Higher education hospitality experience would be an advantage. Working in a busy catering operation. Previous experience of working in a customer focused environment
Knowledge/Skills	Knowledge of butchery Knife skills	To be able to work accurately to tight deadlines Organisational and time management skills Ability to work on own initiative and make appropriate decisions Self-motivated & flexible independently or leader of a team. Ability to achieve high levels of customer service through presentation of food

Personal Qualities	Demonstrate passion for food and quality of food Be able to work shifts	Good communication skills in a busy kitchen environment Effective team player Well presented, pleasant manner Flexible, reliable and committed approach to work
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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 The commencing salary will be within the range £20,600 - £21,686 per annum. The point of entry will be dependent upon relevant qualifications and experience. Salaries are paid monthly, in arrears, by credit transfer on the 28th day of the month.

Contract Term This is a full-time, permanent post. The employment may be terminated during the course of the contract by either party giving one months' notice in writing.

Hours of Work The routine working week is 37 hours over as and when required predominately Monday to Friday. There may be a requirement for overtime working from time to time and time off in lieu may be allowed for agreed hours worked in excess of 37 per week.

Holidays The annual holiday entitlement is of 21 working days, plus 3 University closure days and Bank Holidays. Annual holiday entitlement rises to 25 working days with 5 years' service. The holiday year runs from 1 August to 31 July 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 The post-holder will be entitled to join the Harper Adams Group Pension Scheme and details will be provided to the successful applicant upon commencement of employment.

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.

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 consider 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:

Expressions of interest are invited for this role. Applicants should provide a covering letter and CV setting out how their skills and experience meet the requirements of the role which should be forwarded to the HR Department by via email at vacancies@harper-adams.ac.uk