



JOB DESCRIPTION

- Title of the post:** Lecturer/ Senior Lecturer in Sustainable Rural Land Use & Management
[Permanent, Full Time]
- Department:** Food Land and Agribusiness Management
- Reporting to:** Associate Head of Department (Land Management Team)
- Responsible for:** Teaching on rural land management programmes at undergraduate and postgraduate level.

The University

Background

Harper Adams University is the leading UK Higher Education (HE) institution university tackling the future development of the world's food production, animal sciences, engineering, land management and sustainable business.

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, Environment, 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. There is active encouragement of research and the University took part in the 2014 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 six years.

In the QS World Rankings for Agriculture and Forestry published in March 2021 Harper Adams was ranked, for the fourth 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 2021, and number 1 for graduate employment based on the 2021 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 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 Appointment

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 provision within this sector. This appointment represents an opportunity to support our industry-leading teaching and research in land and property management.

Suitable candidates will have a good first degree in a relevant subject area. Applications from individuals from professional practice or with training/teaching experience would be particularly welcomed.

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.

The person appointed will be responsible to the Associate Head of Department (Land Management) of Food Land and Agribusiness Management Department for the discharge of his/her duties which, appropriate to experience and background, will include:

Teaching

1. Developing and delivering lectures, tutorials, seminars and other classes at undergraduate and postgraduate level.
2. Designing, preparing and marking exam and coursework assessments at undergraduate and postgraduate level, including the development of site-based projects.
3. Supervising undergraduate and postgraduate students undertaking research projects and dissertations.
4. Contributing to undergraduate and postgraduate curriculum development through the design of modules appropriate to areas of personal expertise.
5. Supporting undergraduate students during placement year.
6. Undertaking research or other scholarly activity, in support of your teaching, leading to the publication of technical papers, conference presentations or other publications which enhance the teaching reputation of the department and the wider institution.

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

Other Duties

1. Participating in activities that support the recruitment and selection of students through online and campus-based events.
2. 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.
3. Participating in appropriate professional activities that will enhance the reputation of the post-holder and the University.
4. Contributing to the broader academic life of the University
5. Such other duties as may reasonably be requested by the Head of Food, Land and Agribusiness Management Department

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 Fellow of the Higher Education Academy within the first three years of employment.

Personal Specification

	Essential	Desirable
Qualifications	Undergraduate degree in a relevant subject area	Postgraduate degree in a relevant subject area Appropriate professional membership e.g., CIEEM, IEMA, RICS or RGS
Experience	Relevant experience in a professional environment	Experience of teaching, possibly in Higher Education, or delivering in-house training for Continuing Professional Development.
Knowledge/Skills	Subject expertise sustainable rural land / resource management, with knowledge of at least one of the following: Rural Geography and Economics; Rural land use policy; Rural Sustainability Environmental policy; Agricultural systems; Planning law and policy Sound written and oral communication skills, including the ability to present to both large and small groups or on a one-to-one basis. IT skills, experience with a range of software and a willingness to engage with and adopt the new technologies	Commitment to develop a research profile or contribute significantly to the pedagogical development of the team or a desire and ability to engage in knowledge transfer activities and projects
Personal Qualities	Self-management, particularly the ability to plan, research, implement and evaluate projects, prioritise tasks and manage time appropriately Evidence of personal learning and development High level interpersonal skills and the ability to work as part of a team	Willingness to engage 'outside of the curriculum' and support course, student or team activities and events.

If not already a Fellow, the appointee will be expected to become a Fellow of the Higher Education Academy within three years of taking up the post. The University will provide training as necessary and will pay the one-off accreditation fee.

Conditions of Service

Salary	The commencing salary will be within the range £35,326 to £51,799 per annum. The point of entry will be dependent upon relevant qualifications and experience. Salaries are paid monthly, in arrears, by credit transfer.
Contract Term	This is a full time, permanent post. The employment may be terminated during the course of the contract by either party giving three months' notice in writing.
Holidays	<p>The annual holiday entitlement is 35 working days, plus statutory bank holidays. In addition to this there are 8 University closure days during the full annual leave year. 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.</p> <p>All annual holiday entitlement (including bank holidays and University closure days) is pro-rata for part-time employees. Further details will be confirmed on appointment.</p>
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 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	<p>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:</p> <ul style="list-style-type: none">- participation in staff appraisal schemes;- exclusivity of contract;- clauses relating to patents and inventions, copyright, confidential information, pensions, sickness and maternity benefits. <p>A full copy of the Contract of Employment and associated conditions will be available for inspection by candidates shortlisted for interview.</p>
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 Disclosure and Barring Service Check before an appointment can be made.

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 Jayne Weaver, HR Administrator via email at vacancies@harper-adams.ac.uk. Candidates should ensure that they provide full details of the name, postal address, email address and telephone number of two referees, including present or most recent employer.

Application deadline is midnight on Monday 30th May 2022