

JOB DESCRIPTION

Title of the post: Dairy Technical Science Officer

Department: Farm (DVC Office)

Reporting to: Sector Leader

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 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."

Harper Adams University is a five-time winner of the Whatuni? Student Choice Award for best job prospects.

The University is ranked 11th in the UK for student satisfaction, based on the results of the National Student Survey 2021, and more UK-based undergraduates from Harper Adams University are in work or further study than from any other university in the country, according to 2021 Graduate Outcomes figures.

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 is due to open 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>

Main Duties and Responsibilities

The Dairy Technical Science Officer will perform the day-to-day operations of the Farm aligned to their specific sector. They will follow commercial best practice at all times, with a clear prioritization on the availability of facilities and resources to deliver educational and research needs as directed by the Sector Leader. For Sectors that manage livestock, the requirements will be aligned to the Animal Scientific Procedures Act 1986 (controlled under the Home Office), as a Research establishment and NOT as a commercial enterprise (controlled under DEFRA).

The main day-to-day operations of the Dairy Sector is summarized below. These activities are aligned to the Dairy, and only Technicians who have been trained will be expected to perform these activities. There will be the opportunities for individuals to upskill and train across other Sectors on the farm, as part of CPD or overtime. In addition, for non-skilled roles at the direction of the Farm Manager, Technicians may be required

to work across sectors (e.g. cleaning, maintenance, etc.) when needed to support resilience in staffing across the whole Farm.

Dairy Sector:

1. Undertake PIL ASPA training and adhere to all biosecurity requirements
2. Provide daily care of the herds. Identify and analyse problems. Resolve minor problems independently and escalate more serious problems to the Deputy or Sector Leader.
3. Maintain the accommodation and conditions for animals, ensuring that the highest standards for housekeeping are followed.
4. Monitor, record and report information including nutrition, breeding, genetics and animal health.
5. Maintain herd records including National Milk Records (NMR), the medicine book, health events and individual cow records.
6. Plan for and meet all necessary milk production standards. Carry out all practices needed to achieve a Bactoscan of less than 30 and somatic cell count of less than 200 throughout the year.
7. Ensure no milk quality failures, including antibiotic failures and excessive temperatures.
8. Monitor and record heat from observations and sensor readings. Ensure that cows are presented for service so as to maximise levels of herd fertility.
9. Work as part of a team to support research farm operations and the care of livestock.
10. Maintain performance and human and livestock welfare by ensuring that all activities, including milking, are carried efficiently and on time.
11. Prepare the Future farm for trial and experimental work and provide technical support for experimental work, data collection and collation, when required.
12. Identify problems with farm buildings, plant, equipment and vehicles. Resolve minor problems independently and escalate more serious problems to the appropriate person or team.
13. Prepare Future farm facilities for teaching sessions and short courses. Provide resources for academic staff. Directly supervise students on the farm and support the development of practical skills.
14. Assist with other farm duties necessary for the successful operation of the dairy enterprise.
15. All other duties and responsibilities commensurate with the post and the salary range of the grade.

Personal Specification

	Essential	Desirable
Qualifications		Formal qualifications in a relevant discipline Possession of a full driving license Rough terrain handler qualification
Experience	Precious experience of milking and working with livestock.	A thorough understanding of production in at least one of the sectors of the research farm Experience in the operation of farm machinery
Knowledge & Skills	An ability to work effectively individually and as part of a team An ability to take responsibility for allocated tasks and make sound decisions An ability to learn new skills Motivation to work in a role that involves working with animals/crops Commitment to ensure the highest standards of livestock health and welfare (sector specific) Attention to detail and accurate record keeping Exceptionally high standards of housekeeping and hygiene	

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 £24,871 - £27,116 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 28 th day of the month.
Contract Term	This is a full-time permanent contract. The employment may be terminated during the course of the contract by either party giving 1 months' notice in writing.
Hours of Work	The routine working week is 37 hours over Monday to Sunday, inclusive. 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. A rota for out of hours work for livestock sector Technicians is a requirement of the job to cover animal feeding, welfare checks and milking. This will be paid at time plus one half.

Holidays	The annual holiday entitlement is 22 working days, plus 8 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. For existing employees, current arrangements will be continuous.
Exclusivity of Service	<p>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.</p> <p>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.</p>
Criminal Convictions	<p>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.</p> <p>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.</p> <p>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.</p>

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 via email to 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.

Deadline for submission of applications is midnight on Thursday 30th June 2022