

Title of the post: Crop Trials Deputy Sector Manager
Department: Future Farm
Reporting to: Crops & Farm Operations Sector 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 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>

The Future Farm Team

The Future Farm team provides technical support to those working and studying within the University, alongside conducting commercial research. The Future Farm is made up of three Sectors: Monogastric animals, ruminants and cropping and farm operations. This allows synergy amongst staff whilst allowing staff to excel on their specialisms. The demands of all roles within the Future Farm are very varied, meaning no two days are the same. Specifically, for the Cropping and Farm Operations Deputy Sector Manager, work includes the management of all CRD related work aspects, generation of trials protocols on ARM, as well as advising of facility availability. We are looking to add a self-motivated individual to our team, who can complement the skill sets we already have.

Main Duties and Responsibilities

You will play a key role in the day-to day running of field and glasshouse trials for both staff and students at Harper Adams University and commercial companies. The main duties of the role include:

1. The day-to-day management of specific crop trials, ensuring that protocols are strictly adhered to
2. Detailed record keeping for all work completed
3. Following H&S guidelines and protocols to ensure a safe environment to all staff, students and visitors
4. Providing technical facility support including the TomTech system and Fitotron units
5. Maintenance of the pesticide store audit system
6. Developing and managing safe working practices for the sector
7. Maintenance of the ORETO status of the Future Farm through HSE
8. Liaising with the Sector Manager for trial implementation and availability
9. Generation of trials protocol through ARM
10. Signing off trial reports
11. Financial accountability for income and spending linked to budgets associated with trials
12. Identify problems with Future Farm buildings, plant, equipment and vehicles. Resolve minor problems independently and escalate more serious problems to the appropriate person or team
13. To work as an effective team member of the Future Farm and Harper Adams University
14. To work flexibly within the team to cover anti-social hours and be willing to work away from Harper Adams if and when required
15. Maintain own Continued Professional Development in the areas of agriculture and applied research
16. Other duties as may reasonably be requested by the Sector Manager or the Senior Management Team of the Future Farm.

Personal Specification

	Essential	Desirable
Qualifications	BSc (hons) or higher in a Biological Science	
Experience	Ability to drive tractors and use tractor mounted equipment Experience in crop production Experience in line management	
Knowledge/Skills	PA1, 2 and 6	All-terrain vehicle licence
Personal Qualities	The right candidate will show a high level of organisational ability, self-motivation, and interpersonal skills. This role involves a high level of detail and precision and so the candidate should be able to demonstrate this. Individuals who are well motivated, enthusiastic and can demonstrate a willingness and ability to develop new skills are particularly welcomed.	

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 £31,406 - £34,304 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 permanent, full-time 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 Monday to Sunday, inclusive. There may be a requirement for overtime working from time to time and time off in lieu/over time may be allowed for agreed hours worked in excess of 37 per week.

Holidays The annual holiday entitlement is 22 working days, plus 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 each year 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 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.

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. References will normally be taken up immediately in respect of candidates shortlisted for interview. **If you do not wish any reference to be taken up at this stage, please enter an ‘X’ in the relevant box provided on the application form.**

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 submitted no later than midnight on Sunday 14 August 2022