



JOB DESCRIPTION

Title of the post:	Lecturer/Senior Lecturer in Farm Business Management (Permanent, Full Time)
Department:	Agriculture & Environment
Reporting to:	Head of Agriculture & Environment

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 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 exciting new opportunity to expand and strengthen farm business management teaching and research

Suitable candidates will have a good first degree and a higher degree in agriculture, business or related area **OR** equivalent commercial, technical or professional experience. All candidates should, however, have a strong interest in farm business management and have the ability to apply business and science principles to real-life farm scenarios. Candidates should be familiar with essential farm business management techniques, including business planning, financial analysis, management of risk, resilience and sensitivity analysis, investment and policy evaluation.

The following is the range of undergraduate and postgraduate modules currently delivered by the Farm Business team to students. The postholder will be required to lead and contribute to a selection (ie not all) of these to be determined following appointment:

- Assessment of the Farm Business (Year 1 degree)
- Farm Business Operation and Planning (Year 2 degree)
- Farm Business Management and Economics (Year 2 degree)
- Agricultural Business Development (Final year degree)
- Applied Farm Business Management Case Study (Final year degree)
- Business Diversification (Final year degree)
- Farm Business Strategy (Final year degree)
- Implementation, Operation and Control of Business Plans (Final year degree)
- Management Consultancy Project (Final year degree)
- Farm Business Management (Masters)

In addition to delivering undergraduate and postgraduate teaching, the postholder will be encouraged and supported to develop a successful research or knowledge transfer programme. Applications from individuals with research experience and a developing portfolio of publications would be welcomed but this is **NOT** a specific requirement for this role. We welcome applications from candidates with a technical or commercial background, there is opportunity for the postholder to develop short courses for the sector and/or deliver consultancy on behalf of the University.

This is a career-enhancing appointment for a suitably qualified and experienced individual. The post will be available for commencement 1st September 2022 onwards.

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 Head of the Agriculture and Environment Department for the discharge of his/her duties which, appropriate to experience and background, will include:

- Contributing to the successful teaching, assessment and management of a suite of undergraduate and postgraduate modules within the subject area of farm business management
- Participating in the development, organisation and delivery of short courses within the farm business management subject area
- Participating in the organisation and supervision of undergraduate and postgraduate student dissertations, projects and vocational placements.
- Managing and undertaking research and consultancy relevant to farm business management

- Delivering tangible academic outputs that may include PhD graduates, peer-reviewed journal and conference papers;
- Maintaining and developing relationships with key organisations within the agribusiness sector
- Participation in course management structure and adherence to the quality assurance procedures of the University;
- Attending conferences and meetings and delivering lectures and presentations to outside organisations and conferences
- Contributing to the broader academic life of the University
- Such other duties as may reasonably be requested by the Head of Agriculture and Environment Department
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Personal Specification

	Essential	Desirable
Qualifications	A suitable undergraduate qualification and a postgraduate qualification and/or equivalent experience	
Experience	<p>Experience of UK farm business management and evidence of an established or developing profile</p> <p>An ability to contribute to the successful teaching, assessment and management of a suite of undergraduate and postgraduate modules relevant to farm business management within the UK</p> <p>An ability to successfully undertake undergraduate and postgraduate supervision</p>	
Knowledge/Skills	<p>Evidence of excellent written English and communication skills</p> <p>An ability to apply research findings to practical situations</p> <p>An ability to participate in the development, organisation and delivery of short courses as appropriate within the farm business management sector</p>	Evidence of a record in research and contributions of published works at national/international conferences and in peer reviewed journals within the agribusiness sector
Personal Qualities	An ability to work effectively in a team	

Conditions of Service

Salary The commencing salary will be within the range £35,326 to £51,799 per annum. Salaries are paid monthly, in arrears, by credit transfer.

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

Holidays 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.

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.

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 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 Disclosure and Barring Service 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:

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 23.59 hours on Thursday 18th August