



JOB DESCRIPTION

Title of the post: Deputy Sector Manager (Beef & Sheep)

Department: Future Farm

Reporting to: Ruminant 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>

Working with the Future Farm Ruminant Sector Manager and other staff, the post holder will take principle responsibility for beef and sheep enterprises including the following areas of operation:

Beef & Sheep

- Responsibility for the effective organisation and operation of the farm's beef and sheep enterprises according to agreed protocols and targets.
- Management of the provision and maintenance of beef and sheep related infrastructure and mechanical equipment to ensure efficient and safe use.
- Liaising with, and acting as initial contact to academic staff in relation to research and teaching conducted within the beef and sheep enterprises.
- Through discussion with the Farm Manager, Ruminant Manager and the farm's key advisors, the establishment and subsequent implementation of strategies and policies to aim for performance levels for growth, efficiency, health and fertility within the top 25% of UK benchmarked flocks and herds.
- Responsibility for the rearing and welfare of animals to ensure procedures are in place and regularly reviewed to enable the beef and sheep enterprises to demonstrate the highest standards of livestock welfare at all times.
- Planning and communication regularly with the Ruminant Manager, including the regular provision of key performance data and unit operational plans.
- You will provide cover for the ruminant sectors other Deputy Sector Manager's where required and you will ensure a functional rota is in place to cover beef and sheep activities.
- Contribute to the efficient management and operation of the other ruminant sectors.
- Contribute to the farms ambitions to achieve 'Net Zero' through innovation, resource efficiency and data recording and data-based decision support.
- Monitor, record and report information including nutrition, breeding, genetics and animal health, this will include weekly status reports and monthly performance reports to the ruminant group.
- Responsibility for managing the health of the beef herd and in consultation with the shepherd ensure the sheep flock also has an established proactive health program through liaison with the farms veterinary practice.
- Implementation of a grazing strategy through the guidance of the Operations Manager and the utilisation of measuring, recording and budgeting techniques. All data and records to be disseminated weekly to the ruminant group
- Maintain flock and herd records including the medicine book, health events, individual performance data, SIGNET, AHDB and individual animal records.
- Participation in the rota system of nightly checks, milking and callout cover.
- In consultation with the Ruminant manager, genetic & fertility specialist and other sector leads design, communicate and implement protocols to optimise heat detection, conception and age at calving (24 months target).

Regulatory Compliance

- Undertake PIL ASPA training and adherence to all biosecurity requirements.
- Communicate and liaise with the beef and sheep appointed NACWO.
- Adherence to all appropriate relevant regulation, legislation and rules in conjunction with or as delegated by the Farm Manager. Examples include:

- Maintaining and improving the farm's beef and sheep assurance status;
- Ensuring full compliance with all cross compliance and regulation conditions;
- Devising and implementing strategies to ensure full health and safety compliance of all beef and sheep operations.
- Ensuring compliance with all legislation including livestock movement, health, identification, and welfare regulations.

Financial Control

- Engage in the annual budget preparation process and provide all beef and sheep data as requested by the Ruminant Manager.
- Managing the enterprise to optimise financial and technical performance.
- Efficiently sourcing and purchasing beef and sheep inputs within the limits agreed with the Sector Manager and within and in accordance with University financial policies and regulations.
- Ensuring that the sale value of stock is maximised and the movement of animals to buyers coordinated.

People Management and Liaison

- Managing the day-to-day activities of any staff, students or technicians working within the beef and sheep areas and co-ordinating the requirements of a wide range of staff involved in other farm enterprises.
- In consultation with the Ruminant Manager identify CPD opportunities and maintain a CPD record.
- Taking a major role, in consultation with the Farm Manager, Sector Manager and relevant academic staff, in shaping the development of the beef and sheep units and facilities to improve performance and output and to provide opportunities for high quality research, development, teaching, demonstration, publicity and reach-out.
- In conjunction with the Ruminant Manager, liaising with academic staff during the preparation, planning and conduct of research projects on site to ensure that agreed protocols are followed.
- Contributing to the University's learning programs via liaison with appropriate academic and technical staff, through the provision of resources, assistance to students, the delivery of demonstrations, rural skills and farm visit provision.

Personal Specification

	Essential	Desirable
Qualifications	A graduate qualification or significant equivalent experience	Shearing Foot trimming Computer literacy
Experience	Personnel management Beef enterprise management experience Sheep enterprise management experience	Management of applied research in an agricultural setting Experience of working in higher education or understanding of higher education.
Knowledge/Skills	Sheep and beef technical	Forage utilisation
Personal Qualities	Team player – supporting the development of others Communication skills both written and verbal	

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 to £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 28 th day of the month.
Contract Term	This is a 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 Friday, 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.
Holidays	<p>The annual holiday entitlement is 22 working days, plus statutory bank holidays. In addition to this there are 8 University closure days during the full annual leave year. Annual holiday entitlement rises to 25 working days on completion of 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.</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 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 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:

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 by no later than midnight on 14 August 2022