

Head of Animal Health, Behaviour & Welfare (AHBW)

Candidate Information Pack



Harper Adams is a friendly, talented community of more than 600 employees, working to ensure that everyone on the planet has access to food, and that this is achieved sustainably. Our work contributes to planetary health, animal health and wellbeing, and ultimately how this contributes to human health. We are passionate about what we do, and are committed to making a difference.

Harper Adams University is committed to the wellbeing of our employees, and their personal and professional development. This is reflected in our annual employee survey - employees tell us they're proud to be a part of the university and that it is a good, safe place to work where they feel trusted to do their jobs and supported by their managers.

Whilst many of our teaching, research and knowledge exchange activities are delivered or coordinated from an attractive campus in rural Shropshire, our impact and reach is regional, national and international. We offer free staff parking, leisure facilities, and only a short drive from the busy market town of Newport.

Some of the benefits of working at Harper Adams University are:

- Beautiful rural location
- Generous holiday entitlement
- On campus retail, catering and gym facilities
- Opportunity to purchase additional holiday
- Opportunities for agile working
- Employee Assistance Programme
- Disability Confident Employer
- Enhanced maternity benefits
- Enhanced sickness absence payments
- Cyclescheme supporter
- Workwear provided

JOB DESCRIPTION

Title of the post: Head of Animal Health, Behaviour & Welfare (AHBW) Department

Department: Animal Health, Behaviour & Welfare

Reporting to: Deputy Vice Chancellor

The University

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 and international role in these subject areas.

Much of our education, research and knowledge exchange activities are driven from our base in rural and scenic Shropshire. Our impact and our reach is regional, national and international. 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 supports over 2,000 learners who wish to undertake CPD or similar professional training to support their careers in the agri-food chain, rural industries and veterinary professions.

The University offers a wide range of subjects including Agriculture, Applied Life Sciences, Animal Science and Health, Business, Countryside, Engineering, Food and Land & Property Management. We have extensive experience in Veterinary Nursing and Physiotherapy and we launched the Harper Keele Vet School in 2020.

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 attained a Gold Teaching Excellence Framework (TEF) award in the most recent exercise.

Harper Adams is consistently positioned highly in a range of national rankings, performance measures and league tables. We increased the total percentage of our research outputs at world-leading or international standard in the recent Research Excellence Framework.

We have extensive, well-equipped facilities and constantly invest in the 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.

In 2022 all of our farming teams were pulled together into one Future Farm, collectively delivering leading insight and practice, and working towards net zero emissions by 2030. In 2021 we launched the School of Sustainable Food and Farming in partnership with the NFU, Morrisons and McDonalds. The School operates nationally, to ensure that the UK has the

access to the right skills development, talent, policy and advocacy to ensure that its food and farming industries can delivery net zero emissions by 2040.

New facilities opened since 2017 include new laboratories, an Agri-Tech Innovation Hub and SMART Dairy Unit. Our Veterinary Education Centre, opened in 2021, supports existing veterinary programmes and the 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. In 2021 Telford and Wrekin Council opened Ni-Park to nurture and grow new agri-food businesses within the borough and the county. The University is the lead partner in this development.

The University also provides a range of training and professional development opportunities via its staff development programme.

The University appointed its second Vice-Chancellor, Professor Ken Sloan, who took up post in November 2021. The Vice-Chancellor is leading a refresh of the University's strategic plan and the appointee will play a critical role in how this plan is developed and implemented.

The Department

The Animal Health, Behaviour and Welfare Department was renamed and re-shaped in September 2021 and now comprises three sections: Veterinary Nursing; Veterinary Physiotherapy; and Animal Behaviour and Welfare.

Veterinary Medicine and Surgery degrees are delivered independently by the Harper & Keele Veterinary School, which has close links with the newly restructured Department.

An emphasis on interprofessional education enables students from allied veterinary and animal sciences subject areas to be taught and learn together, embedding professional networking and collaboration into their education, and better equipping them for their future employment.

Students on veterinary courses across both the Harper & Keele Veterinary School and the Department of Animal Health, Behaviour and Welfare equally benefit from Harper Adams University's outstanding facilities including the Veterinary Education Centre and Veterinary Services Centre, plus the Companion Animal House Unit, University farm livestock enterprises and associated laboratories.

For further details about the University, please visit our website:

<http://www.harper-adams.ac.uk>

The Appointment

The Head of Department will provide inspirational leadership with responsibility for enhancing the quality and impact of research (developing a mature research culture and infrastructure in the department), delivery of high-quality education and student outcomes to a growing and more diverse range of students (on undergraduate, postgraduate and CPD short courses) and knowledge exchange activities across the department.

The postholder will create an aspirational and supportive culture across the department and contribute to an environment where everyone is encouraged to thrive, whilst also ensuring that the financial, physical and technology resources of the department align to and operate within the policies of the University. As a member of the University Executive, the postholder will undertake cross-university work within the university and with external delivery partners, seeking new ways to innovate and enhance our portfolio of education, research and knowledge exchange work.

The responsibilities are;

1. To work with the Deputy Vice-Chancellor, Associate Pro-Vice-Chancellor (Research) and departmental colleagues to develop the Department's research capacity, promoting career development in collaborative research by conducting, strongly supporting and mentoring academic research. This research must contribute to future Research Excellence Framework (REF) returns for the University, and allow the creation of excellent impact case studies, particularly in the area of animal behaviour and welfare, and in accordance with the Harper Adams University Research Plan.
2. To work with the Pro Vice-Chancellor of Education and Students, Associate Pro-Vice-Chancellor (Learning, Teaching and Digital Education) and departmental colleagues in delivering sustainable student numbers growth, enhanced student outcomes and other educational initiatives within the context of the disciplines and staff expertise within the Department. This will involve promoting quality enhancement activities, improvements in learning and teaching, and excellence and impact for the University's Teaching Excellence Framework (TEF) and performance in relation to other measures/KPIs relating to educational quality.
3. To lead a community of students with passion to realise leading professions in the Animal Health, Welfare and Behaviour sector supported by academic and professional services staff.
4. To lead staff in: the innovation of educational and research practice, and developing opportunities for academic and industrial collaborations to extend the reach and influence of Harper Adams nationally, regionally and globally based on the University's Strategic and policy frameworks. This work will also involve identifying, evaluating and developing new ways of working, including but not limited to learning and teaching approaches, curriculum redesign, interprofessional education and practice, research and knowledge exchange .

5. To lead the management of current, and development of new, workforce development and apprenticeship and knowledge exchange initiatives. This development will influence the strategic impact of the Department and University nationally and internationally, particularly in the areas of veterinary medicine and animal health, behaviour and welfare, and influence the University's Knowledge Excellence Framework (KEF) returns.
6. To recruit, select, induct, appraise, develop and manage staff in accordance with University policies and procedures.
7. To manage financial resources and delegated budgets, and to formulate and co-ordinate bids for capital and recurrent funding.
8. To hold regular Department meetings and promote open communication with and between staff and to external organisations about the Department's activities.
9. To take the lead in promoting the Department and its activities within and beyond the University, in conjunction with the University's Marketing, Communications and Recruitment Department.
10. To chair Assessment Boards and liaise with external examiners.
11. To take responsibility for all matters relating to health and safety within the Department.
12. To undertake teaching, research and outreach activities in specialist areas of expertise at undergraduate and/ or postgraduate levels.

Strategic Responsibilities

1. To develop a clear vision for the Department which contributes to the University's strategy
2. To provide academic leadership and act as line manager for the efficient planning, operation, monitoring and evaluation of the academic work of the Department. The post will be supported by a Deputy Head of Department with a focus on clinical education and our professional courses in Veterinary Nursing and Physiotherapy.
3. To develop research and knowledge transfer programmes by stimulating research and knowledge transfer activities, securing research income and collaborating in research with other University Departments, HEIs and appropriate external organisations.
4. To provide an "external face" to industry, their representative bodies and academic/ research bodies by promoting Harper Adams University and the Departmental disciplines as appropriate.

5. To implement and review agreed University and Department strategies and policies and prepare contributions for Strategic and Operating Plans, Annual Reports and reports to Governors.
6. To ensure that the work of the Department is co-ordinated with activities in other Academic Departments, including the Harper and Keele Veterinary School, to promote interdisciplinary and interprofessional approaches to the University's core functions.
7. To plan, develop and manage physical facilities and their use specific to the Department and in conjunction with other groups or departments where the facilities are shared.
8. To have an entrepreneurial mindset to generate additional funds to enhance the academic programmes and resources of the University, especially for the provision of new facilities and equipment. Whilst the Head of Department will have responsibility for the above tasks, they will be assisted by other staff in the implementation of some elements, as it is essential that the postholder has sufficient flexibility to develop relationships with external stakeholders.
9. All other duties and responsibilities commensurate with the post.

Person Specification

	Essential
Qualifications	Attained the level of Professor or Reader in higher education, and hold a postgraduate qualification at PhD level with a strong peer-reviewed publication record in an appropriate discipline that can be demonstrated to have relevance to the requirements of the post;
Experience	<p>A strong track record in the subject area of effective teaching and knowledge transfer, and proactive engagement with continuing professional development;</p> <p>Experience in leading teams of the nature described in this document, and of ensuring the effective delivery of teaching, research and knowledge transfer;</p> <p>Experience of managing budgets relating to the activities described in the Job Description;</p> <p>Experience of working with senior managers and/ or independent members of a Governing body in an effective manner;</p> <p>Experience of building relationships in the UK and overseas;</p> <p>Experience of generating income through course development, research and knowledge exchange activity;</p> <p>An international track record and recognised by learned societies in the Animal Health, Behaviour and Welfare community (e.g. BSAS, EAAP)</p>
Knowledge/Skills	<p>Excellent oral and written presentation skills;</p> <p>An understanding of the higher education and the veterinary and animal sciences environment, particularly in animal behaviour and welfare;</p>
Personal Qualities	The capacity to work in a complex operating environment and distil key messages that are appropriate for, and effectively delivered to, a wide range of stakeholders.

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 £70,000 to £80,000 per annum. Salaries are paid monthly, in arrears, by credit transfer.

Contract Term

This is a permanent full-time post. The employment may be terminated during the course of the contract by either party giving 3 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 post-holder will be entitled to join the Teacher's Pension Scheme and details will be provided to the successful applicant upon commencement of employment.

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.

Removal Expenses

If agreed at the time of appointment, removal expenses will be refunded in accordance with the Relocation Policy. 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 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

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 Sunday 4th December 2022.