



JOB DESCRIPTION

Title of the post: Technical Scientific Officer - Youngstock
Permanent, Full Time

Department: Future Farm

Reporting to: Ruminant Section 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 494 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.. There is active encouragement of research and the University took part in the last Research Excellence Framework (REF) exercise. 60% of our submitted research was rated either internationally excellent or world. 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 was the highest performing modern university in The Times and Sunday Times Good University Guide 2016 to 2022.

In the QS World Rankings for Agriculture and Forestry published in March 2022, Harper Adams was ranked first in the world for its reputation with employers.

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

The University is ranked Top 5 in the UK for student satisfaction, based on the results of the National Student Survey 2022, and more UK-based, full-time, first degree undergraduates from Harper Adams University are in work or further study than from any other university in the country, according to 2022 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 opened 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 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 Ruminant Team

You will be working as part of team that are responsible for husbandry and care of the calf and heifer rearing units. You will also be working alongside the dairy teams within the dry cow yards for calving cows. The ruminant section is a large part of Future Farm together with monogastrics and crop and farm operations.

Main Duties and Responsibilities

You will play a key role in the youngstock units. The main duties of the role include:

1. Undertake PIL and ASPA training and adhere to all biosecurity requirements. Home Office requirements for animal welfare and care during research trials. All training will be provided
2. All associated job roles caring for and preventing adverse health issues for a large calf unit, rearing both dairy replacements and beef calves under the guidance of the Youngstock Manager. On-going extensive training in calf and heifer rearing is encouraged and provided
3. Working to eliminate disease occurrence and minimise the impact of illness on calf and heifer welfare and growth
4. Prepare the future farm for trial and experimental work and provide technical support for experimental work, data collection and collation when required. This includes under graduate and post graduate as well as industry level projects.
5. Accurately collect and collate trial related data
6. Working as part of a team covering a variety of shifts on a 10:4 working rota to include alternate weekends
7. Maintain the accommodation and buildings for animals, ensuring that the highest standards of housekeeping are followed
8. Monitor, record and report information such as nutrition, breeding, genetics and all animal health/welfare needs or concerns
9. Prepare future farm facilities for teaching sessions and short courses. Provide resources for academic staff. Directly supervise students on farm and support the development of practical skills, including demonstrating best practice for cattle and sheep for all aspects of husbandry. Support students undertaking Honours Research Projects
10. Operate associated machinery with the sector. Includes loader, feeder wagon, tractor and trailers (plus livestock trailer/livestock transport) and bedding machines. Correct training will be provided
11. Willingness to undertake manual work to aid running the unit as part of a team
12. Weekend and bank holiday cover as part of a rota
13. Maintain KPI's and animal performance by ensuring all activities are carried out efficiently and correctly. Including working to strict experimental protocols and standard operating procedures
14. Efficiently assisting to maintain herd records such as medicine book, health events and individual animal records
15. Attend the productivity environmental sustainability groups and have a feed into achieving net zero on

farm

16. Identify minor problems with farm buildings, plant, equipment and vehicles. Resolve minor problems, where possible, independently and escalate more serious problems to the appropriate team or person, including logging work orders on CAFM (the universities online request system)
17. All other duties and responsibilities commensurate with the post and the salary range of the grade
18. Willingness to undertake training and attend visits/workshops in order to carry out the role to the highest standards and keep up to date with industry developments

Personal Specification

	Essential	Desirable
Qualifications	Full driving licence	Rough terrain telehandler qualification
Experience	<p>Worked on a calf rearing enterprise</p> <p>Husbandry for newborn calves</p> <p>Calf and cattle handling</p> <p>Ability to collect and record accurate data- numeracy and literacy</p>	<p>Ability to assist or identify cows calving and seek advice</p> <p>Ability to administer colostrum or willingness to train</p> <p>Ability to or willingness to train to process colostrum for freezing</p> <p>An understanding of production of at least one of the sectors within the ruminant section</p> <p>Experience in the operation of farm machinery</p> <p>Experience in safe transport of livestock</p>
Knowledge/Skills	<p>Ability to work independently or as a part of a team</p> <p>Ability to identify issues and to problem solve</p> <p>Willingness to learn and proactive in implementing change to improve the unit</p> <p>Keen attention to detail and consistent in its application. Particularly in relation to hygiene standards</p> <p>Good observation skills and the ability to pick up on slight indications of illness</p> <p>Motivation to work in an environment that involves animals, scientists, researchers and students</p>	<p>An understanding of disease and biosecurity with relation to minimising disease transfer between groups and individuals.</p>
Personal Qualities	Reliability	Ability to prioritise tasks to complete both efficiently and with consideration

	Prioritise animal welfare first and foremost Motivated to help drive the unit to being the best it can be	to the animals needs
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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 £25,642 to £27,929 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 full time/permanent post. The employment may be terminated during the course of the contract by either party giving 8 weeks’ 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 or payment may be allowed for agreed hours worked in excess of 37 per week.

Holidays 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.

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 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.

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.

Closing date for applications is midnight on Sunday 9th April 2023