



**Harper Adams
University**

Lecturer in Animal Behaviour and Welfare,
Maternity Cover for up to one year



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 we are 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

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, Environmental Management, Engineering, Food Science 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 2023, 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 Career 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 membership fee paying gym that staff may join. 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>

JOB DESCRIPTION

- Title of the post:** Lecture in Animal Behaviour and Welfare – Maternity Cover
- Department:** Animal Health, Behaviour and Welfare
- Reporting to:** Associate Head of Department; Animal Behaviour and Welfare Section.

Animal Health, Behaviour and Welfare Department

The Animal Health, Behaviour & Welfare ('AHBW') Department employs more than 60 members of staff which includes veterinary nurses, veterinary physiotherapists, veterinary surgeons, animal scientists, animal behaviour researchers and technicians. Staff work together to deliver both undergraduate and postgraduate courses focusing on veterinary nursing, veterinary physiotherapy, veterinary biosciences and animal health, welfare and behaviour. Research is also undertaken across this range of subject areas.

The Role

The University seeks a highly motivated animal scientist to join the team supporting Animal and Veterinary Sciences at undergraduate and postgraduate level at the university. This post is a maternity cover post, full time for a maximum duration of one year.

The appointee will have a specific role to participate in the delivery of the animal sciences and in particular animal behaviour related modules across a range of programme areas. The department delivers programmes in Agriculture, Bioveterinary Sciences and Animal Health and Welfare at undergraduate and a range of professional and postgraduate programmes, which can be viewed on the University web site. The role has strong animal behavior content and will also likely involve some collaboration in the delivery of the Veterinary Medicine programme within the Harper and Keele Veterinary School.

The Successful candidate will be required to support delivery of the following taught modules:

- Principles of Animal Behaviour and Welfare
- Behavioural Methodology
- Advances in Farm Animal Health, Welfare and Behaviour
- Integrated Health Management

The main duties of this role will include:

1. Contribution to and development of teaching a range of animal behaviour and welfare modules, to include but not limited to;
 - Principles of Animal Behaviour and Welfare
 - Behavioural Methodology
 - Advances in Farm Animal Health, Welfare and Behaviour
 - Integrated Health Management
2. Participation in the organisation and supervision of undergraduate projects;
3. Involvement in the supervision of students during their placement periods;

4. Participation in the broader academic and corporate life of the University, which will require occasional weekend work
5. Other academic and support duties as requested by the line manager
4. Such other duties as requested by the Line Manager

Personal Specification

	Essential	Desirable
Qualifications	A Relevant first degree	
Experience	Experience of participation in the delivery of teaching or profession related training, preferably at Higher Education level.	Knowledge transfer and related publication
Knowledge/Skills	Appropriate role related skills	
Personal Qualities	<p>The right candidate will show a high level of organisational ability and interpersonal skills.</p> <p>The ability to work both as part of a team and autonomously as the needs of the role demand</p>	

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 £37,386 to £41,931 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 full time, maternity cover post, commencing approximately 1st August, for up to one year. The employment may be terminated during the course of the contract by either party giving three 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	<p>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:</p> <ul style="list-style-type: none">- participation in staff appraisal schemes;- exclusivity of contract;- clauses relating to patents and inventions, copyright, confidential information, pensions, sickness and maternity benefits. <p>A full copy of the Contract of Employment and associated conditions will be available for inspection by candidates shortlisted for interview.</p>
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

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 submitted no later than midnight Sunday 4th June 2023