



JOB DESCRIPTION

Title of the post: Dairy Technical Science Officer

Department: Farm (DVC Office)

Reporting to: Sector Leader

The University

Harper Adams University is the UK's premier educational institution serving the agri-food, animal wellbeing and connected industries, recognised as a world-leading specialist provider. Our focus is on food production and technology, animal health and wellbeing, management of land and property, and their contribution to sustainable living environments for our planet's population; we are equally committed to making the UK's food and farming competitive in a world where we will need to compete globally. Our education and research encompass food production and processing, animal sciences, environmental sustainability, mechanical engineering, land management and sustainable business management. We have strong relationships with companies in the UK and abroad, and with academic institutions across the world, collaborating in research and in the delivery of our courses. We are a University with regional, national and international reach and impact, repeatedly appearing in The Times and The Sunday Times Good University Guide as the UK's highest-ranked modern university.

The University began life in 1901 as Harper Adams Agricultural College and was granted University status in 2012. Our Chancellor is Her Royal Highness The Princess Royal; our current Vice-Chancellor is Professor Ken Sloan, who joined us in 2021. The University is based on a single campus in Shropshire, close to the old market town of Newport and within easy reach of the modern town of Telford, which offers a range of housing possibilities and has excellent rail and road links to the West Midlands conurbation and beyond. Investment of more than £50 million over the last decade has ensured that our campus boasts the most up-to-date teaching, research and conference facilities as well as accommodation for around 800 students. Our most recent additions include contemporary laboratories and a purpose-built Veterinary Services Centre for teaching and research, swiftly followed by a £500,000 refurbishment of the veterinary nursing facilities. On-campus leisure facilities include a multi-gym, sports hall, dance and aerobics studio. And we are one of the very universities to have its own commercial farm: covering 494 hectares, its facilities include a £2 million leading-edge dairy unit with a robotic dairy.

For a virtual tour of campus, visit www.harper-adams.ac.uk/university-life/our-university/virtual-tour

We are regarded as the UK's highest-ranked small specialist provider for the agri-food and animal wellbeing industries, consistently producing the largest cohort of graduates for the agri-food and animal wellbeing sectors, more than 99% of whom go immediately into employment. We currently have about 3,000 undergraduate and postgraduate students, studying both full-and part-time. Our courses cover not just every stage of the food chain – from developing the machinery used to prepare land through to how food is sold and the nutrients it delivers – but also broader subjects such as general business management, automotive engineering and veterinary professions, including, since the establishment of the Harper and Keele Veterinary School in 2020, Veterinary Medicine and Surgery. We have achieved the highest ratings in Quality Assurance Agency reviews. Our undergraduate curriculum is industry-aligned, work focused, co-developed and co-delivered with industry, rooted in partnerships with about 1,100 companies in the UK and abroad. At its heart is our mandatory Placement Year – a bespoke learning experience for our students, tailored to the real needs of employers. We offer a swathe of employer and philanthropically-funded scholarships channelled through our Development Trust. And we support employers by providing a large range of (often bespoke) CPD courses – we have about 2,000 learners here – and with our Higher Level and Degree Apprenticeship Programmes launched in 2017. These courses enable us to address directly the skills needs of the UK's agriculture and food industry. We reinforced this work in 2021, by establishing, with support from the NFU, Morrisons and McDonalds, our School of Sustainable Food and Farming, tasked with ensuring that the sector has the skills to enable it to deliver its 2040 Net Zero goal.

We have a strong research profile. Our work is esteemed nationally and internationally for its quality and impact, particularly in areas such as entomology, sustainable agriculture, crops, livestock nutrition, autonomous and

precision farming. In the 2021 Research Excellence Framework, 60% of our research was judged to be world-leading or internationally excellent. Our research is both strategic and applied. Our strategic research tackles the inter-related challenges of food security and sustainability, focusing on the need to achieve Net Zero in agriculture and food supply chains in concert with the requirements for sustainable agriculture. We focus particularly on smart agriculture; improving soil health; sustainable land use and rural communities; reducing the impact of ruminant livestock; sustainable food systems and the circular economy, and integrated pest and disease management. Our applied research, in collaboration with regional, national and international companies, addresses their particular needs and is an important part of our research portfolio. Student research also contributes significantly to our research output - a research project is part of all our degree courses, undergraduate and postgraduate. Our research is structured around two overarching research centres covering Crop and Environmental Science, and Animal Welfare, each containing a number of themed groups; we also have cross-cutting multidisciplinary research groups, and our Future Farm – our focus to realise a pathway to Net Zero within wider sustainability parameters. Harper Adams is a young university, energetic and purposeful – one that says not just ‘can do’ but ‘will do’ – ambitious and forward-looking. We are an optimistic, pragmatic and collaborative community, facing challenges with confidence, ready to grasp new opportunities. We aim by 2030 to combine being regarded as the UK’s leading specialist institution with being an internationally recognised university for food production animal health and wellbeing and their contribution to sustainable living environments for the world’s population. Our Vice-Chancellor, Professor Ken Sloan, has recently led a revision of our Strategy to take us up to 2030: this sets out how we can achieve this ambition by focusing on goals of inclusion, community, influence and sustainability. It charts a path that offers both opportunities and challenges – a pioneering journey that involves our whole Harper Adams’ community, one to which everyone working to make a difference belongs.

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>

Main Duties and Responsibilities

The Dairy Technical Science Officer will perform the day-to-day operations of the Farm aligned to their specific sector. They will follow commercial best practice at all times, with a clear prioritization on the availability of facilities and resources to deliver educational and research needs as directed by the Sector Leader. For Sectors that manage livestock, the requirements will be aligned to the Animal Scientific Procedures Act 1986 (controlled under the Home Office), as a Research establishment and NOT as a commercial enterprise (controlled under DEFRA).

The main day-to-day operations of the Dairy Sector is summarized below. These activities are aligned to the Dairy, and only Technicians who have been trained will be expected to perform these activities. There will be the opportunities for individuals to upskill and train across other Sectors on the farm, as part of CPD or overtime. In addition, for non-skilled roles at the direction of the Sector Manager, Technicians may be required to work across sectors (e.g. cleaning, maintenance, etc.) when needed to support resilience in staffing across the whole Farm.

Dairy Sector:

1. Provide milking or yard duty cover for the main dairy either as a split shift, early or late shift pattern. Covering a 10 on; 4 off working pattern to include alternate weekends
2. Provide daily care of the herds. Identify and analyse problems. Resolve minor problems independently and escalate more serious problems to the Deputy or Sector Leader.
3. Maintain the accommodation and conditions for animals, ensuring that the highest standards for housekeeping are followed.
4. Monitor, record and report information including nutrition, breeding, genetics and animal health.
5. Maintain herd records including National Milk Records (NMR), the medicine book, health events and individual cow records.
6. Plan for and meet all necessary milk production standards. Carry out all practices needed to achieve a Bactoscan of less than 30 and somatic cell count of less than 200 throughout the year.
7. Ensure no milk quality failures, including antibiotic failures and excessive temperatures.
8. Monitor and record heat from observations and sensor readings. Ensure that cows are presented for service so as to maximise levels of herd fertility.
9. Work as part of a team to support research farm operations and the care of livestock.
10. Maintain performance and human and livestock welfare by ensuring that all activities, including milking, are carried efficiently and on time.
11. Prepare the Future farm for trial and experimental work and provide technical support for experimental work, data collection and collation, when required.
12. Identify problems with farm buildings, plant, equipment and vehicles. Resolve minor problems independently and escalate more serious problems to the appropriate person or team.
13. Prepare Future farm facilities for teaching sessions and short courses. Provide resources for academic staff. Directly supervise students on the farm and support the development of practical skills.
14. Assist with other farm duties necessary for the successful operation of the dairy enterprise.
15. Undertake PIL ASPA training and adhere to all biosecurity requirements
16. All other duties and responsibilities commensurate with the post and the salary range of the grade

Personal Specification

	Essential	Desirable
Qualifications	Possession of a full driving license (insurance purposes)	Formal qualifications in a relevant discipline Rough terrain handler qualification Willingness to undertake training to assist with the job role
Experience	Previous experience of milking and working with cattle.	A thorough understanding of production in at least one of the sectors of the research farm Experience in the operation of farm machinery Experience of dairy cow management software programs
Knowledge & Skills	An ability to work effectively individually and as part of a team An ability to take responsibility for allocated tasks and make sound decisions An ability to learn new skills Motivation to work in a role that involves working with animals, students, wider farm team and research Commitment to ensure the highest standards of livestock health and welfare (sector specific) Attention to detail and accurate record keeping Exceptionally high standards of housekeeping and hygiene	Skills in record keeping and data collection Skills in communicating effectively Knowledge of basic cattle nutrition and veterinary treatments, courses for vet use will be provided Skills in using a PC or Apps to record and access cattle data or a willingness to learn

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 £27,181 to £29,605 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 contract. 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 Sunday, 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. A rota for out of hours work for livestock sector Technicians is a requirement of the job to cover animal feeding, welfare checks and milking. This can be paid at time plus one half or taken as TOIL with agreement of the line manager.

Holidays The annual holiday entitlement is 22 working days, plus 8 University closure days and Bank Holidays. Annual holiday entitlement rises to 25 working days with 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.

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. For existing employees, current arrangements will be continuous.

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.

Deadline for submission of applications is midnight on 31 May 2024