



**Harper Adams  
University**

**Lecturer/Senior Lecturer in Conservation Science and  
Environmental Management**

**(Permanent, Full Time)**

**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 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
- Corporate discount to 7 fitness suites in the Telford and Wrekin area
- 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 (*if applicable*)

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 main campus, visit <https://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>

## JOB DESCRIPTION

**Title of the post:** Lecturer/Senior Lecturer in Conservation Science and Environmental Management (Permanent, Full Time)

**Department:** Agriculture & Environment

**Reporting to:** Head of Agriculture & Environment

### The Appointment

Harper Adams University seeks to appoint an academic colleague with expertise in conservation science and environmental management. For Harper Adams to be a premier provider of higher education for land-based industries, it is essential to have expertise to underpin our provision within the sector. This appointment represents an opportunity to expand and strengthen our conservation and environmental management research, knowledge exchange, and teaching capacity. The post would be suitable for individuals with experience of the UK biodiversity, conservation science and environmental management sector with a wider interest and experience in sustainable land use.

Suitable candidates will have a first degree in an appropriate subject area and a relevant higher degree, (typically a PhD) **AND/OR** have appropriate postgraduate level technical knowledge and expertise relevant to the post. Irrespective of background, candidates should have a strong interest in research and knowledge exchange within the conservation, biodiversity and environmental management sectors and have a passion for delivery of teaching to undergraduate and postgraduate students.

For this post, candidates should have experience of UK biodiversity, conservation science and environmental management **in addition to expertise in one or more of the following (or similar areas):**

- Application of technology for monitoring of plant and animal populations
- Conservation entomology
- Plant identification, taxonomy and ecology
- Sustainable forestry and forest biodiversity
- Climate change and carbon management
- Agri-environment and regenerative agriculture

In addition to delivering undergraduate and postgraduate teaching, candidates will be expected to pursue relevant research **and/or** deliver knowledge exchange. Applications from individuals with an established academic record demonstrating research experience and a portfolio of publications are welcomed.

The University campus is at the centre of a 382 hectare estate with a range of habitats. The farm has had a recent restructure and there is a renewed focus on agri environment, technology and data driven agriculture. This is referred to as the Harper Adams Future Farm. The post holder would join enthusiastic, inclusive, and productive colleagues in the Agriculture and Environment Department and be expected to participate in the research strategy for our Future Farm (<https://futurefarm.zone/>) and the development of monitoring techniques for farm biodiversity and environmental variables.

This is a career-enhancing appointment for a suitably qualified and experienced individual. The post will be available for commencement from **1<sup>st</sup> October 2024 onwards**. The University has a positive policy on staff development and the appointee will be encouraged to gain additional experience and/or qualifications relevant to the post

The person appointed will be responsible to the Head of the Agriculture and Environment Department for the discharge of their duties which, appropriate to experience and background, will include:

- Contributing to the successful teaching, assessment and management of a suite of undergraduate and postgraduate modules within the subject area of wildlife conservation and environmental management within the UK
- Participation in academic developments at the University relevant to the conservation sector
- Participating in the organisation and supervision of undergraduate and postgraduate student dissertations, projects and vocational placements
- Developing a research **or** knowledge exchange programme relevant to personal interests and the interests of the University
- Participating in the development, organisation and delivery of internal and external professional short courses and knowledge exchange events relating to conservation and environmental management
- Attending conferences and meetings and delivering lectures and presentations to outside organisations.
- Contributing to the broader academic life of the University and performing such other duties as may reasonably be requested by the Head of the Agriculture and Environment Department

### Personal Specification

	Essential	Desirable
<b>Qualifications</b>	A suitable undergraduate qualification and a postgraduate qualification <b>and/or</b> equivalent experience	PhD in a relevant discipline
<b>Experience</b>	Understanding of conservation of biodiversity and evidence of an established or developing profile  An ability to contribute to the successful teaching, assessment and management of a suite of undergraduate and postgraduate modules relevant to conservation	Experience in HE teaching, curriculum development, module development

	<p>and environmental management within the UK</p> <p>An ability to successfully undertake undergraduate and postgraduate supervision</p>	
<b>Knowledge/Skills</b>	<p>Evidence of excellent written English and communication skills</p> <p>Evidence of digital skills</p> <p>An ability to apply research findings to practical situations</p> <p>An ability to participate in the development, organisation and delivery of short and/or online courses as appropriate within the conservation and environmental management sector</p>	<p>Evidence of a record in research and contributions of published works at national/international conferences and in peer reviewed journals with some relevance to conservation and environmental management</p>
<b>Personal Qualities</b>	<p>An ability to work effectively in a team</p>	<p>Ability to travel within the UK</p>

## Conditions of Service

**Salary** The commencing salary will be within the range £38,205 to £56,021 per annum. (The point of entry will be dependent upon relevant qualifications and experience). Salaries are paid monthly, in arrears, by credit transfer.

**Contract Term** This is a full time/permanent post. 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** 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.

A full copy of the Contract of Employment and associated conditions will be available for inspection by candidates shortlisted for interview.



**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 take into account 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 11.59PM 17 September 2024**