



**Harper Adams
University**

**Lecturer/ Senior Lecturer in Rural Land Management
(Full Time, Permanent)**

Candidate Information Pack



About Harper Adams

Harper Adams University is a welcoming, forward-thinking community of over 600 employees working together to create real, lasting impact – ensuring that everyone, everywhere, can access sustainable food, land, and animal systems. Our work contributes directly to planetary health, animal welfare and ultimately human wellbeing. We're passionate about what we do – and about the people we do it with.

We are deeply committed to the wellbeing and development of our colleagues. Our annual employee survey consistently tells us that staff are proud to work here, feel trusted to do their jobs, and are supported by their managers. Our inclusive and empowering culture is one of the many reasons our people stay, grow, and thrive.

While our rural Shropshire campus remains central to who we are, our presence now extends to Telford – a town with a rich history of innovation and revolution, and a fitting symbol of our ever-evolving mission. This growing site strengthens our ties to the local region and reinforces our commitment to inclusive education and collaboration that reaches far beyond any single postcode. Our impact and reach are proudly regional, national and international.

We offer:

- A beautiful rural working environment
- Generous holiday allowance with the opportunity to purchase more
- Flexible, agile working opportunities
- On-campus retail, catering and gym facilities
- Free staff parking
- Corporate discounts at seven fitness centres in Telford and Wrekin
- Enhanced maternity and sickness benefits
- Disability Confident Employer status
- Employee Assistance Programme
- Cycle scheme supporter
- Workwear provided (where applicable)

Harper Adams is the UK's leading specialist institution serving the agri-food, animal wellbeing, engineering and land management sectors. We are a world-respected provider of industry-led education and research in food production and technology, animal health, environmental sustainability and sustainable business. Our work is grounded through partnerships – with more than 1,100 organisations in the UK and beyond – that fuel our research, shape our teaching, and deliver genuine impact.

We began life in 1901 as Harper Adams Agricultural College and became a university in 2012. Our Chancellor is Her Royal Highness The Princess Royal and our Vice-Chancellor, Professor Ken Sloan, joined us in 2021. Our rural campus near Newport in Shropshire is supported by a growing site in Telford, offering a range of housing options and excellent rail and road connections to the West Midlands and beyond. We've invested more than £50 million in our estate in the last decade – including leading-edge teaching, research and veterinary facilities, modern laboratories, and a purpose-built Veterinary Services Centre. Our commercial farm spans 494 hectares and plays an active role in our education, research, and knowledge exchange.

Take a virtual tour of the campus: [Virtual Tour](#)

We are proud to be the UK's highest-ranked small specialist provider for the agri-food and animal wellbeing sectors, consistently delivering the largest cohort of graduates into these industries – with over 97 per cent going directly into employment. We currently welcome over 3,000 full- and part-time students across undergraduate and postgraduate courses, including subjects like agricultural engineering, veterinary nursing, business, land and property management, and veterinary medicine and surgery – the latter delivered through the Harper & Keele Veterinary School, established in 2020.

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 Rural Land Management (Full Time, Permanent)
Department:	Harper Adams Business School
Reporting to:	Group Lead (Land and Property Management Team)
Responsible for:	Teaching on rural land and property management programmes at undergraduate and postgraduate level, for both full-time and apprenticeship students and supporting profession-specific knowledge exchange and research projects.

The Appointment

For Harper Adams to be a premier provider of higher education for the land-based industries, it is essential to have expertise to underpin our provision within this sector. This appointment represents an opportunity to support our industry-leading teaching and research in land and property management.

Suitable candidates will have a good first degree in a relevant subject area. Applications from individuals from professional practice or with training/teaching experience would be particularly welcomed.

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 Group Lead (Land Management) of Harper Adams Business School for the discharge of his/her duties which, appropriate to experience and background, will include:

Teaching

1. Developing and delivering lectures, tutorials, seminars and other classes at undergraduate and postgraduate level.
2. Designing, preparing and marking exam and coursework assessments at undergraduate and postgraduate level, including the development of site-based projects.
3. Supervising undergraduate and postgraduate students undertaking research projects and dissertations.
4. Contributing to undergraduate and postgraduate curriculum development through the design of modules appropriate to areas of personal expertise.
5. Supporting undergraduate students during their placement year.
6. Undertaking research or other scholarly activity, in support of your teaching, leading to the publication of technical papers, conference presentations or other publications which enhance the teaching reputation of the department and the wider institution.

The exact focus of this teaching activity will be determined through negotiation with the individual staff members, recognising their aspirations and strengths, University priorities, administrative and development needs.

Other Duties

1. Participating in activities that support the recruitment and selection of students through online and campus-based events.
2. Undertaking a range of administrative duties to support the general management and development of the University, its students, courses and staff, including attendance at appropriate departmental meetings, academic boards and committees.
3. Participating in appropriate professional activities that will enhance the reputation of the post-holder and the University.
4. Contributing to the broader academic life of the University
5. Such other duties as may reasonably be requested by the Deputy Head or Head of Harper Adams Business School

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. They will be expected to become a Fellow of the Higher Education Academy within the first three years of employment.

Personal Specification

	Essential	Desirable
Qualifications	Undergraduate degree in a relevant subject area	Postgraduate degree in a relevant subject area Appropriate professional membership
Experience	Relevant experience in a professional environment	Experience of teaching, possibly in Higher Education, or delivering in-house training / presentations for Continuing Professional Development.
Knowledge/Skills	Sound written and oral communication skills, including the ability to present to both large and small groups or on a one-to-one basis. IT skills, experience with a range of software and a willingness to engage with and adopt the new technologies	Knowledge and experience of one or more of the following areas of practice: Land and property law; Agricultural systems and managing the natural environment. Commitment to develop a research profile <i>or</i> contribute significantly to the pedagogical development of the team <i>or</i> a desire and ability to engage in knowledge transfer activities and projects

Personal Qualities	<p>Self-management, particularly the ability to plan, research, implement and evaluate projects, prioritise tasks and manage time appropriately</p> <p>Evidence of personal learning and development</p> <p>High level interpersonal skills and the ability to work as part of a team</p>	<p>Willingness to engage 'outside of the curriculum' and support course, student or team activities and events.</p>
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Conditions of Service

Salary The commencing salary will be within the range £39,355 to £57,422 per annum. Salaries are paid monthly, in arrears, by credit transfer.

Contract Term This is a full-time 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.

Application Procedure:

Please apply online and submit full Curriculum Vitae (to include two referee details) and supporting documents via the Harper Adams e-Recruitment programme at <http://jobs.harper-adams.ac.uk> by no later than midnight on 23 July 2025.

Should you require any adjustments to complete your application for this role then please contact vacancies@harper-adams.ac.uk