



**Harper Adams
University**

**Lecturer/Senior Lecturer in Zoology and Wildlife Management
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 Zoology and Wildlife 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 zoology and environmental management research, knowledge exchange, and teaching capacity. The post would be suitable for individuals with experience of the UK biodiversity, ecology and knowledge of the wildlife management sector in the context of sustainable land use. This post will primarily support the following course areas at the University:

BSc Applied Zoology

<https://www.harper-adams.ac.uk/courses/undergraduate/201140/applied-zoology-with-placement>

BSc Wildlife Conservation and Ecology

<https://www.harper-adams.ac.uk/courses/undergraduate/201001/wildlife-conservation-and-ecology-with-placement>

Biological Recording

<https://www.harper-adams.ac.uk/courses/postgraduate/201243/biological-recording>

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. This post is primarily a teaching position, However, candidates should have an interest in research and knowledge exchange within the conservation, biodiversity and wildlife management sectors and have a passion for delivery of teaching to undergraduate and postgraduate students.

For this post, candidates should have **experience of zoology and wildlife management relevant to the UK. expertise in one or more of the following (or similar areas) would be an advantage:**

- Monitoring of animal populations
- Application of digital technologies to understand, monitor and conserve biodiversity
- Conservation entomology
- Behavioural ecology
- Agri-environment and regenerative agriculture

Applications from candidates with Higher Education delivery experience are welcomed. 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 also welcomed.

The University campus is at the centre of a 382-hectare estate. The farm, referred to as the Harper Adams Future Farm, focuses on environment, technology and data driven land use. There is monitoring of biodiversity and environmental parameters on the farm coordinated by the Future Farm team. 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 **1st October 2025 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:

- Leading and contributing to the successful teaching, assessment and management of a suite of undergraduate and postgraduate modules within the subject area of zoology and wildlife management within the UK
- Participation in academic developments at the University relevant to the zoology and wildlife sector
- Participating in the organisation and supervision of undergraduate and postgraduate student dissertations, projects and vocational placements
- Presenting key outputs at internal and external conferences and meetings
- Participating in the development, organisation and delivery of internal and external professional short courses relating to conservation and environmental management
- Developing a research **or** knowledge exchange program relevant to personal interests and the interests of the University that attracts external funding
- 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
Qualifications	A suitable undergraduate qualification and a postgraduate qualification and/or equivalent experience	PhD in a relevant discipline
Experience	<p>Experience of the zoology and wildlife sector with specific reference to the UK</p> <p>An ability to contribute to the successful teaching, assessment and management of a suite of undergraduate and postgraduate modules relevant to the zoology and wildlife management within the UK</p>	<p>Experience in HE teaching, curriculum development, module development</p> <p>Evidence of key skills relevant to zoology and wildlife management and monitoring</p>
Knowledge/Skills	<p>Evidence of excellent written English, digital and communication skills</p> <p>Demonstration of an ability to deliver knowledge exchange activities within the zoology and wildlife management sector</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 zoology and wildlife management
Personal Qualities	An ability to work both independently and within a team	

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/temporary post. The employment may be terminated during the course of the contract by either party giving three months' notice in writing.
Holidays	<p>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.</p> <p>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.</p>
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 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 Wednesday 27 August 2025