



**Harper Adams
University**

Reader/Associate Professor in Sustainable Livestock Systems and Climate Resilience

0.2FTE, Fixed-term, 36 months, with the possibility of
extension subject to funding and project requirements

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:	Reader/Associate Professor in Sustainable Livestock Systems and Climate Resilience (0.2FTE, Fixed-term, 36 months, with the possibility of extension subject to funding and project requirements)
Department:	School of Sustainable Food and Farming
Reporting to:	Deputy Vice-Chancellor

Purpose of the Role

The post-holder will serve as Principal Investigator for a major international research programme focused on enhancing the sustainability and climate resilience of livestock systems. Working in partnership with the Co-Investigator, the management team and international collaborators, the post-holder will contribute to both the strategic direction and scientific delivery of the project.

The role will combine scientific leadership with direct involvement in research activities, including the design and implementation of studies, development and evaluation of demonstration activities, supervision of researchers and students, stakeholder engagement, and dissemination of research findings. The post-holder will help ensure the successful delivery of project objectives while generating high-quality research outputs and practical impact for livestock producers, industry stakeholders and policymakers.

The successful candidate will contribute to strengthening Harper Adams University's international reputation in sustainable livestock systems research and support the University's strategic ambitions in research excellence, innovation, sustainability and global engagement.

Main Duties and Responsibilities

Research Leadership and Delivery

- Provide scientific leadership for the project alongside the Co-Investigator and project partners.
- Lead specific research work streams and contribute directly to the delivery of project objectives.
- Design, coordinate and undertake research activities aligned with project goals.
- Develop and implement methodologies, experimental approaches and data collection protocols.
- Contribute to the analysis, interpretation and synthesis of research findings.
- Lead and co-author high-quality scientific publications, technical reports and policy-relevant outputs.
- Present project findings at national and international scientific conferences and stakeholder events.
- Support the development of future collaborative research proposals and funding applications arising from the project.

Demonstration and Innovation Activities

- Contribute to the development, implementation and evaluation of demonstration activities associated with the project.
- Work with project partners and stakeholders to test, refine and showcase innovative approaches to improving livestock resilience, productivity and sustainability.
- Contribute to the development of practical interventions addressing climate-related challenges in livestock systems.
- Support the translation of scientific evidence into practical recommendations, guidance and decision-support tools for livestock producers and advisors.

Project Leadership and Coordination

- Work closely with the Co-Investigator, project staff and partner organisations to ensure successful delivery of project objectives.
- Contribute to project governance, planning, monitoring and reporting activities.
- Participate in consortium meetings, advisory board meetings, project reviews and stakeholder workshops.
- Monitor progress against milestones and deliverables and contribute to project risk management.
- Support reporting to funders and other project governance bodies.
- Represent the project and the University in interactions with collaborators, funders and stakeholders, as appropriate.

International Collaboration and Knowledge Exchange

- Develop and maintain productive relationships with academic, industry, governmental and farming-sector partners.
- Contribute to international collaborative activities and multidisciplinary research initiatives.
- Support stakeholder engagement, capacity-building and knowledge-exchange activities.
- Disseminate project outputs to scientific, industry and policy audiences.
- Promote the uptake of evidence-based approaches to climate-resilient livestock production.

Research Supervision and Capacity Building

- Supervise and mentor researchers and postgraduate students associated with the project.
- Support the professional development of project staff and early-career researchers.
- Contribute to training and capacity-building activities across the project consortium.
- Foster a collaborative, inclusive and supportive research culture.

Academic Contribution

- Contribute to postgraduate teaching and supervision in areas aligned with the post-holder's expertise.
- Deliver seminars, guest lectures and specialist training where appropriate.
- Contribute to the wider research culture, networks and strategic development of the University.
- Act as an ambassador for the University and its research activities.

General Responsibilities

The post-holder will:

- Comply with all University policies, procedures and regulatory requirements.
- Promote and support the University's commitment to equality, diversity and inclusion.
- Contribute to a respectful, safe and inclusive working environment

- Support the University's mission, vision and values.
- Undertake any other duties commensurate with the grade of the post as reasonably requested by the Deputy Vice-Chancellor.

Personal Specification

	Essential	Desirable
Qualifications	PhD in Animal Science, Livestock Science, Agricultural Science, Environmental Science, Climate Science, or a closely related discipline. Established international research profile in a relevant field. Strong publication record in high-quality peer-reviewed journals.	Evidence of leadership within relevant scientific societies, networks or professional bodies.
Experience	Significant experience conducting internationally recognised research relevant to livestock systems, climate resilience, animal production, environmental sustainability or related disciplines. Demonstrated success in securing and delivering externally funded research Experience leading multidisciplinary research projects, programmes or work packages. Experience working collaboratively with academic and non-academic partners. Experience supervising postgraduate research students and/or research staff. Experience publishing research outcomes in leading international journals. Experience translating research findings into practical outcomes for stakeholders, industry and policymakers	Experience collaborating with partners in low- and middle-income countries. Experience in livestock climate adaptation, heat stress and/or greenhouse gas mitigation research. Experience delivering demonstration innovation or knowledge-exchange programmes. Established international network of collaborators in livestock, climate and sustainability research.

	Experience working within international research consortia, including the Global Farm Platform or comparable initiatives.	
Knowledge/Skills	Advanced understanding of livestock production systems and animal performance. Strong knowledge of climate change impacts on agricultural and livestock systems. Knowledge of greenhouse gas emissions, sustainability assessment and mitigation strategies relevant to livestock production. Excellent scientific writing and publication skills. Ability to provide scientific leadership while working collaboratively within a multidisciplinary team. Strong project management, organisational and prioritisation skills. Ability to develop and maintain effective research collaborations and partnerships. Excellent interpersonal and communication skills. Ability to engage effectively with researchers, farmers, industry representatives and policymakers. Strong analytical, quantitative and problem-solving skills. Ability to work effectively across disciplines, sectors and cultures.	Knowledge of heat-stress physiology and livestock adaptation to climate change Experience with modelling approaches relevant to livestock systems and climate resilience. Familiarity with livestock production systems in tropical and subtropical environments. Experience with participatory research, co-design methodologies and stakeholder-led innovation. Understanding of international agricultural development and sustainability challenges.

Personal Qualities	Strong scientific credibility and leadership capability. Collaborative and collegiate approach to working with others. Excellent communication and interpersonal skills. Ability to build consensus across diverse stakeholder groups. Commitment to excellence in research and impact. Ability to balance strategic oversight with practical research delivery. Ability to work independently while contributing effectively to a wider team. Willingness to undertake occasional national and international travel.	Commitment to generating practical benefits for farmers and livestock industries. Interest in developing long-term international research partnerships. Passion for translating research into real-world impact.
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Conditions of Service

Salary	The commencing salary will be £59,966 per annum, pro rata . Salaries are paid monthly, in arrears, by credit transfer.
Contract Term	This is a part time (0.2FTE), fixed term 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 10 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	Actual and reasonable relocation expenses (supported by receipts) will be reimbursed up to the maximum limit of £1,000 for relocation within the UK and £2,000 for relocation from outside the UK.

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 six-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.

This role may be eligible at this time for visa sponsorship under the Skilled Worker visa route. If requiring visa sponsorship, it is the successful candidate's responsibility to ensure they meet the individual criteria to satisfy Home Office visa sponsorship requirements. If the role is offered on a part-time basis, this might also affect eligibility. More information on eligibility can be found on the Government website. Please note that the information provided in this advert is correct at the time of writing. The University cannot guarantee sponsorship, and we encourage you to keep up to date with any changes that the Home Office may introduce.

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:

Please apply online via the Harper Adams e-Recruitment programme at <http://jobs.harper-adams.ac.uk> submitting your CV and a personal statement outlining your suitability for the role. Your personal statement should clearly demonstrate how your skills, experience, and achievements meet the requirements outlined in the person specification. Applications without a personal statement may not be considered. By no later than midnight on Thursday 22nd October 2026

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