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| **JOB DESCRIPTION** | | | |
| **SPECIFIC JOB TITLE** | Field Trials Operator | | |
| **GENERIC ROLE TITLE** | OPERATIONS TECHNICIAN | | |
| **LEVEL/GRADE** | C | | |
| **JOB FAMILY** | Science Capabilities | | |
| **CONTRACT TYPE** | 3-year fixed term contract | | |
| **HOURS** | Full time | | |
| **REPORTS TO** | Field Trials Manager | | |
| **DEPARTMENT** | Operations (Farms and Estates) | | |
| **LOCATION** | Harpenden | | |
| **DATE** | 27/08/2025 | | |
| **OVERVIEW OF ROLE/JOB PURPOSE** | | | |
| The post of Field Trials Operator is one of a skilled operator and meticulous technician. The role requires the delivery of complex field operations to high scientific and agricultural standards. This post requires an individual with practical skills as well as a basic understanding of agricultural systems and processes. The post holder is expected to have some skills and knowledge in the areas of tractor driving, loader driving, machine operation and basic machinery maintenance, although full training will be provided.  The post holder will be required to record operations, capture data in field, sample crops and soil and liaise with science groups to enable successful completion of experimental protocols. This role will have significant involvement with Rothamsted’s digital initiative, therefore excellent IT skills are crucial for this role, as well as experience working with computer-based record keeping systems. Some practical experience working on agricultural field trials is desirable, but not essential for this role.  The role holder is expected to carry out the duties listed below, and any other duties reasonably required by the line manager or Institute, commensurate with the grade and level of responsibility for this post. | | | |
| **MAIN DUTIES OF ROLE** | | | |
| **Generic Outputs** | **Weighting** | **Description of Outputs** | **Description of Job Specific Duties** |
| **OPERATIONAL SERVICE DELIVERY** | 60% | Working to schedules, prioritising tasks, using initiative to assess best course of action, solving routine problems, and keeping up-to-date records. | * Work to priorities specified by line manager. * Feedback on work progress to line manager communicating issues on future tasks if needed to help with work planning. * Safe machinery operation. * Ensure fieldwork is completed to the best of your ability. * Record all field operations in detail on paper or electronic systems. * Work with line manager to maintain and improve digital record keeping system used on the farm. * Update experimental systems as required. * Complete plot spray treatments as required. * Ensure all chemical records are completed in line with approved practice. * Maintain an organised, tidy and clean work environment. |
| **FINANCE AND RESOURCE MANAGEMENT** | 5% | Stock control and ordering within pre-determined budgetary constraints | * Monitor stock of consumables and inform line manager of shortages and future needs. * Suggest alternative purchasing options which may give added value. * Ensure all machines are returned from the field in a safe and usable state for future operation, report any defects to the line manager. * Ensure all tractors and vehicles are stored in a safe and secure area. |
| **WORKING WITH OTHERS** | 15% | Responding appropriately to work instructions, exchanging of information and supporting others | * Receive and give feedback on work tasks set out by line manager. * Ensure that instructions are clear and understandable, if in doubt ask for clarity. * Discuss work tasks with other colleagues to give an understanding of the whole team goals. * When necessary, guide other farm team members on how to use digital record keeping systems |
| **LEADERSHIP AND MANAGEMENT OF STAFF AND/OR OF AN OPERATIONAL SERVICE OR FACILITY** | 15% | Supervising and developing more junior employees and/or ensuring service and safety standards within the team/work unit are consistently met | * Resolve minor machinery/operational issues using own initiative. Report major defects to line manager to ensure that safety criteria have been met. * Tutor less experienced team members to enhance their learning. * Participate in whole team discussions and give advice to the team on your areas of expertise. * Follow industry guidelines on the safe use, handling and disposal of agro-chemicals. |
| **CONTINUING PROFESSIONAL DEVELOPMENT** | 5% | Identification and actioning of learning objectives and the opportunities and resources available to achieve these | * Discuss ongoing work task with colleagues to receive feedback and advice on progress and solutions. * Mentor less experienced team members in your area of expertise. * Continue to develop your understanding of the whole team work area. Learn new skills from others within our own team. * Identify personal skill areas that need improvement for the benefit of the team and overall goals. |

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| **PERSON SPECIFICATION AND SHORTLISTING CRITERIA\*** | | | | | |
| **SPECIFIC JOB TITLE** | | Field Trials Operator | | | |
| **LEVEL/BAND** | | C | | | |
| **JOB FAMILY** | | Science Capabilities | | | |
| **CONTRACT TYPE** | | 3-year fixed term contract | | | |
| **HOURS** | | Full Time | | | |
| **REPORTS TO** | | Field Trials Manager | | | |
| **DEPARTMENT** | | Operations | | | |
| **LOCATION** | | Harpenden | | | |
| **EDUCATION/QUALIFICATIONS** | | | Essential | Desirable | How Tested?\*\* |
| 1. | Maths and English GCSE or equivalent | | X |  | cert |
| 2. | Higher education / A levels | | X |  | cert |
| 3. | Degree or agricultural qualifications | |  | X | cert |
| **EXPERIENCE/KNOWLEDGE/SKILLS** | | | Essential | Desirable | How Tested?\*\* |
| 1. | Knowledge of Modern Agriculture and current arable systems, with evidence of recent experience of tractor driving, machine operation. | | X |  | AF/IV |
| 2 | Experience of record keeping and data collection. | | X |  | AF/IV |
| 3 | Excellent communication skills. | | X |  | AF/cert |
| 4 | PA1 and PA6 Spraying Qualifications. | | X |  |  |
| 5 | PA2 Self Propelled and Mounted Sprayers. | |  | X |  |
| 6 | FACTS or the desire to be trained in this area. | |  | X |  |
| 7 | Excellent IT skills, with experience using data collection software. | |  | X | AF/IV |
| 8 | Practical experience of Field Trials. | |  | X | AF/IV |
| 9 | Experience and certificated to drive farm loaders. | |  | X | AF/IV/cert |
| **BEHAVIOURS/COMPETENCIES** | | | | | How Tested?\*\* |
| 1. | **Drive for Quality**: Is motivated and committed to doing their job to the best of their ability | | | | AF/IV |
| 2. | **Strategic Thinking**: Aligns actions with wider goals and models | | | | AF/IV |
| 3. | **Creativity and Innovation**: Accepts and adapts to change; makes connections and encourages a creative environment | | | | AF/IV |
| 4. | **Developing Self and Others**: Identifies learning and development needs | | | | AF/IV |
| 5. | **Professional Conduct**: Demonstrates honesty and respect | | | | AF/IV |
| 6. | **Productive Relationships**: Cooperates with and supports colleagues | | | | AF/IV |
| 7. | **Effective Communication**: Listens and communicates clearly to others | | | | AF/IV |
| **GENUINE OCCUPATIONAL REQUIREMENTS** | | | Essential | Desirable | How Tested?\* |
| 1. | Full **UK MANUAL** driving license | | X |  | AF/cert |