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| **JOB DESCRIPTION** |

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| **SPECIFIC JOB TITLE** | Farm Technician |
| **LEVEL/BAND** | A |
| **JOB FAMILY** | OPERATIONAL SERVICES  |
| **GENERIC ROLE TITLE** | Farm Technician |
| **CONTRACT TYPE** | 1 Year Fixed Term |
| **HOURS** | 37 |
| **REPORTS TO** | Helen Hague |
| **DEPARTMENT** | Operations |
| **LOCATION** | Farms |
| **DATE**  |  |

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| **OVERVIEW OF ROLE/JOB PURPOSE** |
| We currently require a Farm Technician to work on our busy experimental farm at Rothamsted in Hertfordshire. You will join the team working on the commercial farm and supporting all aspects of field trials. Our diverse trials range from long running classical trials (Broadbalk started in 1843) to cutting edge multi-crop trials looking at delivering solutions to the benefit of Agriculture worldwide. You will be working with others on all aspects of our programme and will include working with commercial as well as experimental crops. You will need to be flexible in your approach to work and be able to communicate well with the team and other colleagues. You will need to be familiar with the operation of basic machines (tractors, trailers, cultivators etc). Rough terrain handler experience would be an advantage. You may work with colleagues using plot harvesting and plot drilling equipment (Haldrup) and will complete varied tasks throughout the year. Rothamsted is a friendly and rewarding place to work, with a supportive team around you with training throughout the year |
| **MAIN DUTIES OF ROLE** |

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| **Generic Outputs** | **Weighting** | **Description of Outputs**  | **Description of Job Specific Outputs** |
| **OPERATIONAL SERVICE DELIVERY** | 80% | Carrying out allocated prescribed tasks in a recognised and safe manner; following established protocols and recording of basic data | * Field work, cultivations, harvest.
* Accurately recording field work undertaken, both on paper and digitally
* General farm work and maintenance
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| **FINANCE AND RESOURCE MANAGEMENT** | 5% | Correct use and care of Institute equipment | * 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
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| **WORKING WITH OTHERS** | 10% | Relationships and interactions with others | * Receive and give feedback on work tasks set out by line manager.
* Ensure that instruction 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. |
| **CONTINUING PROFESSIONAL DEVELOPMENT** | 5% | Identification of individual development needs and acquisition of practical skills | * 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\*** |

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| **EDUCATION/QUALIFICATIONS** | Essential | Desirable | How Tested?\*\* |

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| 1. | Basic standard of numeracy and literacy at an appropriate level (usually evidenced by two GCSEs or equivalent including maths and English)  |  | \* | AF/IV |
| 2. | Agricultural qualifications or relevant experience |  | \* | AF/IV |
| 3. |  |  |  |  |
| 4. |  |  |  |  |

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| **EXPERIENCE/KNOWLEDGE/SKILLS** | Essential | Desirable | How Tested?\*\* |

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| 1. | Ability to follow clear instructions | \* |  | AF/IV |
| 2. | Basic computer literacy (i.e. ability to complete overtime/ attendance forms online, and utilise email system and intranet to access information) | \* |  | AF/IV |
| 3. | Willingness to undertake on-the-job or vocational training |  | \* | AF/IV |
| 4. | Basic understanding of health and safety regulations and procedures | \* |  | AF/IV |
| 5. | Previous experience working on farm. |  | \* | AF/IV |
| 6. |  |  |  |  |
| 7. |  |  |  |  |

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| **BEHAVIOURS/COMPETENCIES** | How Tested?\*\* |

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| 1. | **Drive for Quality**: Is motivated and committed to doing their job to the best of their ability | IV |
| 2. | **Strategic Thinking**: Aligns actions with wider goals and models | IV |
| 3. | **Creativity and Innovation**: Accepts and adapts to change; makes connections and encourages a creative environment | IV |
| 4. | **Developing Self and Others**: Identifies learning and development needs | IV |
| 5. | **Professional Conduct**: Demonstrates honesty and respect | IV |
| 6. | **Productive Relationships**: Cooperates with and supports colleagues | IV |
| 7. | **Effective Communication**: Listens and communicates clearly to others | IV |

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| **GENUINE OCCUPATIONAL REQUIREMENTS** | Essential | Desirable | How Tested?\* |

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| 1. | Full Driving Licence | \* |  | AF/IV |
| 2. |  |  |  |  |