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| **JOB DESCRIPTION** | | | | |
| **SPECIFIC JOB TITLE** | | Agricultural Mechanic Farm Technician | | |
| **LEVEL/BAND** | | B | | |
| **JOB FAMILY** | | OPERATIONAL SERVICES | | |
| **GENERIC ROLE TITLE** | | Operational Technician | | |
| **CONTRACT TYPE** | | Full Time | | |
| **HOURS** | | 37 | | |
| **REPORTS TO** | | Martin Gardner | | |
| **DEPARTMENT** | | Operations | | |
| **LOCATION** | | Farms | | |
| **DATE** | |  | | |
| **OVERVIEW OF ROLE/JOB PURPOSE** | | | | |
| We require a full time Agricultural Mechanic Farm Technician to work on our busy experimental farm at Rothamsted in Hertfordshire. 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 join the team working alongside our Mechanic helping to keep the fleet of commercial and trials equipment operating at their best. Championing health and safety across the department and assisting the team to comply with basic daily checking of machinery prior to operation will be necessary.  You will need to be flexible in your approach to work and be able to communicate well with the team and other colleagues.  With an industry recognised qualification you will need to be familiar with the operation of basic machines (tractors, trailers, cultivators etc). Rough terrain handler experience would be an advantage.  General assistance across the farm operations at busy times will be expected within this role.  Rothamsted is a friendly and rewarding place to work, with a supportive team around you with training throughout the year | | | | |
| **MAIN DUTIES OF ROLE** | | | | |
| **Generic Outputs** | **Weighting** | | **Description of Outputs** | **Description of Job Specific Outputs** |
| **OPERATIONAL SERVICE DELIVERY** | 75% | | Carrying out allocated tasks in a recognised and safe manner; following established protocols and recording data.  Helping to develop and monitor farm safety machinery app. | * Show a keen aptitude for mechanics and assist in the following areas; * Servicing – working to guidelines to ensure a vehicle is running at optimum performance. * Maintenance – replacing parts that have wear and tear before they fail. * Repair – diagnosing the reason for vehicle failure and fixing the problem. * Keep detailed records of all tasks performed * Monitor the use of Merit AgCheck and make additions as necessary * Take a proactive approach to fill gaps and assist the wider farm team as required. |
| **FINANCE AND RESOURCE MANAGEMENT** | 10% | | Correct use and care of Institute equipment | * Keeping workshop area tidy * Stocktaking of parts as required * Ensure all tractors and vehicles are stored in a safe and secure area * Provide guidance and support to others to keep tractors maintained appropriately |
| **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. * Engage with whole farm team meetings with farm manager * Keep network connections and interact outside of Rothamsted to keep current with industry standards |
| **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. * Taking a lead in identifying areas within your role where additional training may be required, where to undertake this and how this can fit in the year. |

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| **PERSON SPECIFICATION AND SHORTLISTING CRITERIA\*** | | | | | |
| **SPECIFIC JOB TITLE** | | Agricultural Mechanic Farm Technician | | | |
| **LEVEL/BAND** | | B | | | |
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| **EDUCATION/QUALIFICATIONS** | | | Essential | Desirable | How Tested?\*\* |
| 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 or current training | | \* |  | AF/IV |
| 3. |  | |  |  |  |
| 4. |  | |  |  |  |
| **EXPERIENCE/KNOWLEDGE/SKILLS** | | | Essential | Desirable | How Tested?\*\* |
| 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. |  | |  |  |  |
| **BEHAVIOURS/COMPETENCIES** | | | | | How Tested?\*\* |
| 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 |
| **GENUINE OCCUPATIONAL REQUIREMENTS** | | | Essential | Desirable | How Tested?\* |
| 1. | Full Driving Licence | | \* |  | AF/IV |
| 2. |  | |  |  |  |