

## THE ORGANIC RESEARCH CENTRE – ELM FARM

### JOB DESCRIPTION

**JOB TITLE:** LIVESTOCK RESEARCHER (Grade 6)  
**RESPONSIBLE TO:** LIVESTOCK TEAM LEADER

**To undertake the role requirements of a researcher as set out on the following pages and specifically within this context to the following.**

### SPECIFIC ROLE REQUIREMENTS

1. Carry out research and contribute to research projects specifically, but not exclusively, in the fields of grassland based livestock production as part of the Livestock Research Team.
  - 1.1. To contribute to the delivery of ORC's field based livestock research, with focus on [livestock production](#), where they will also assist the Team Leader and other senior staff in the management and delivery of the new EU project [iSAGE](#) as well as in other livestock-related projects, national and international.
  - 1.2. To assist the ORC Livestock Team Leader with the delivery of the projects iSAGE, OptGraze, Innovative Farmers, specifically on participatory field trials, case studies, farmers' engagement, report producing and knowledge exchange.
  - 1.3. This work will include such activities as to:
    - 1.3.1. Construct experiments, case studies, test, observations, field studies and the like within existing research projects.
    - 1.3.2. Conduct literature and database searches.
    - 1.3.3. Analyse, interpret and report results as per project requirements.
    - 1.3.4. Set up and manage stakeholder workshops and engagement.
    - 1.3.5. Maintain contact with UK stakeholders and project consortia.
2. Assist the Livestock team leader with further development of the livestock research programme in the areas of animal health, nutrition and farm management both for the monogastric and the ruminant sector, including a focus on grassland management and grazing, as well as diverse swards and legumes.
3. Assist senior staff with project bids.
  - 3.1. Identify and propose potential research areas and those coming out of on-going projects, including potential research partners and collaborators, especially from National Funds.
  - 3.2. Contribute to and if appropriate lead the preparation of project proposals.
4. Assist senior staff with knowledge transfer for the projects they contribute to and in raising awareness of our activities outside of the Organic Research Centre.
  - 4.1. Contribute to research output, for publication in scientific journals, conference proceedings and technical press, arising from the research programme.
  - 4.2. Present the programme and its findings at scientific conferences, farmer events and meetings and other appropriate events.
  - 4.3. Assist with the organisation of appropriate events to disseminate information from the programme.
  - 4.4. Prepare information for the ORC Bulletin and web site.
5. Supervise temporary staff, students and interns.

- 5.1. Ensure that they are aware of their duties and responsibilities.
  - 5.2. Ensure that they develop to achieve their greatest potential within their role at ORC.
  - 5.3. Assist with the recruitment of new staff as required.
6. General role and responsibilities.
- 6.1. Participate in the Staff, Programmes and other team meetings as appropriate.
  - 6.2. Ensure that effective routes of communications are established and maintained with the Team Leader and other members of their team.
  - 6.3. Develop an awareness of relevant research in other institutes and develop own skills, knowledge and understanding.
  - 6.4. Attend other staff meetings as requested by their Line Manager, Deputy Director or Director.
  - 6.5. Undertake training to be able to continue meeting the requirements of this role and develop your potential as a member of ORC staff.
  - 6.6. Provide other information and support or undertake other activities as required by the Director, including responsibilities not listed above that may be allocated in the Annual Business Plan and/or agreed as part of annual appraisals.

**PERSONAL SPECIFICATION**

<b>Attribute</b>	<b>Essential</b>	<b>Desirable</b>
Qualifications	<ul style="list-style-type: none"> <li>• BSc (2.1) in Agricultural / Livestock / Biological / science or equivalent experience</li> <li>• Training in animal nutrition and production and/or animal health, and experience in farm/animal husbandry</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant Postgraduate qualifications</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Research experience field trials and experiments, case studies and data collection</li> <li>• Statistical methods and their application</li> <li>• Working with farmers and other stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Research experience in animal production and/or animal nutrition and health and/or farm management</li> </ul>
Skills	<ul style="list-style-type: none"> <li>• Excellent communication skills both written and oral, in a variety of styles</li> <li>• Good organisational and problem solving skills</li> <li>• Computer literate with MS Office</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of the animal sector, including its regulatory structure</li> <li>• Understanding of both the ruminant and monogastric production sectors and different production types within</li> <li>• Understanding and experience of R statistics package</li> <li>• Project management</li> </ul>
Personal qualities	<ul style="list-style-type: none"> <li>• Self-motivated</li> <li>• Independent and able to work alone and as part of a team</li> <li>• Enthusiastic and flexible</li> <li>• Able to contribute to the wider activities undertaken by ORC</li> </ul>	<ul style="list-style-type: none"> <li>• Interest in organic sector, food systems, agroecology and the environment</li> </ul>
General ability	<ul style="list-style-type: none"> <li>• Willingness to undertake routine field assessments and sample processing</li> <li>• Willingness and ability to travel where and when needed in the UK and internationally</li> </ul>	
Additional requirements	<ul style="list-style-type: none"> <li>• Full driving licence.</li> <li>• Willingness to work additional hours at peak times</li> </ul>	

ACTIVITIES	GENERIC ROLE REQUIREMENTS G6 Researcher
1. Communication	<ul style="list-style-type: none"> <li>• Write up research work for publication.</li> <li>• Deal with routine communication using a range of media.</li> <li>• Communicate complex information, orally, in writing and electronically.</li> <li>• Preparing proposals and applications to external bodies, eg for funding and contractual purposes.</li> <li>• Communicate material of a specialist or highly technical nature.</li> </ul>
2. Teamwork and motivation	<ul style="list-style-type: none"> <li>• Work with colleagues on joint projects, as required</li> <li>• Collaborate with colleagues on areas of shared research and knowledge transfer interest.</li> <li>• Attend and contribute to relevant meetings.</li> </ul>
3. Liaison and networking	<ul style="list-style-type: none"> <li>• Liaise with colleagues, students/interns, co-operating producers/research partners and others.</li> <li>• Build internal contacts and participate in internal networks for the exchange of information and to form relationships for future collaboration.</li> <li>• Build external contacts and join external networks to share information and identify potential sources of funds.</li> </ul>
4. Service delivery	<ul style="list-style-type: none"> <li>• Contribute to the production of research bids, aimed at meeting the funders' requirements.</li> </ul>
5. Decision making	<ul style="list-style-type: none"> <li>• Make decisions on matters affecting own research projects.</li> <li>• Contribute to collaborative decision making with colleagues in areas of research.</li> </ul>
6. Planning and organising resources	<ul style="list-style-type: none"> <li>• Manage own research and administrative activities, with guidance if required.</li> <li>• Use research resources, laboratories and workshops as appropriate.</li> <li>• Plan and manage own research activity in collaboration with others.</li> </ul>
7. Initiative and problem solving	<ul style="list-style-type: none"> <li>• Deal with standard problems and help colleagues resolve their concerns about progress in research.</li> <li>• Resolve problems of meeting research objectives and deadlines.</li> <li>• Develop ideas for generating income and promoting research area.</li> <li>• Develop ideas for application of research outcomes</li> </ul>
8. Analysis and research	<ul style="list-style-type: none"> <li>• Develop research objectives and proposals for own or joint research.</li> <li>• Conduct individual and collaborative research projects.</li> <li>• Use new research techniques and methods.</li> <li>• Use initiative and creativity to identify areas for research, develop new research methods and extend the research portfolio.</li> </ul>
9. Sensory and physical demands	<ul style="list-style-type: none"> <li>• Sensory and physical demands will vary from relatively light to a high level depending on the discipline and the type of work</li> <li>• Carry out tasks that require the learning of certain skills.</li> </ul>
10. Work environment	<ul style="list-style-type: none"> <li>• Balance with help the competing pressures of research and administrative demands and deadlines.</li> </ul>

	<ul style="list-style-type: none"> <li>• Is required to be aware of the risks in the work environment and their potential impact on their own work and that of others.</li> </ul>
11. Pastoral care and welfare	<ul style="list-style-type: none"> <li>• Show consideration to others.</li> </ul>
12. Team development	<ul style="list-style-type: none"> <li>• Carry out induction and provide support to new members of the team.</li> </ul>
13. Knowledge transfer/ learning support	<ul style="list-style-type: none"> <li>• Contribute to the organisation and content of knowledge transfer events/ short courses relevant to areas of research activity and specialist knowledge.</li> <li>• Be involved in the assessment of student/intern knowledge and supervision of projects.</li> <li>• Assist in the development of student/intern research skills.</li> </ul>
14. Knowledge and experience	<ul style="list-style-type: none"> <li>• Continually update knowledge and understanding in field or specialism.</li> <li>• Translate knowledge of advances in the subject area into research activity.</li> <li>• Possess sufficient breadth or depth of specialist knowledge in the discipline and of research methods and techniques to work within established research programmes.</li> <li>• Engage in continuous professional development.</li> <li>• Understand equal opportunity issues as they may impact on areas of research content.</li> </ul>