

JOB DESCRIPTION & PERSON SPECIFICATION

1. Job title: Skilled Arable Operator **Centre:** Operations **Grade:** B **Location:** Cambridge

Reports to (Job title): Trials Services Team Manager **Line Manages** (Job titles):

2. Main purpose of role:

To provide both manual and machinery operating skills across a wide range of Agricultural/Horticultural crops using bespoke and commercial machinery to support the NIAB TAG technical teams deliver first class trials. The post is based at NIAB's Cambridge site which has a extensive trials program covering sixty different crop species. Working as part of a dedicated team delivering trials at Cambridge and at regional centres to agreed protocols and within strict time frames for APHA, BSPB, HGCA, BBRO, PHSI, NIAB pre-breeding team and commercial seed companies. 80% of the time is spent dealing with trials with the remaining 20% spent on commercial production from the farm.

Attention to detail is essential as is working to health and safety standards.

Be flexible in the approach to work and willing to deal with a changing work pattern on a daily basis.

Be prepared to embrace new technologies that are or may be used within the company.

3. Financial authority/responsibility (e.g. delegated budget, authorisation level, approx value of contracts etc):

4. Key relationships (external and internal):

Members of the Trials Delivery and Trials Services teams

Tasks/responsibilities (in order of priority)	Approx % of time
Carrying out Agricultural and Horticultural operations on a wide range of crop trials including drilling, agrochemical application, irrigation and harvesting.	50
Carrying out Agricultural operations on the commercial cropping including cultivations, drilling, agrochemical application, irrigation and harvesting.	20
Machinery maintenance on a wide range of standard agricultural machinery and specialist trials equipment.	10
Record keeping and training to the highest standard to meet industry standards.	10
Driving under Tachograph rules and regulations to deliver the above work commitment.	10

6. Working conditions :

Predominantly field based. The post requires the holder to be willing to work outside in all weather conditions.

There is a high degree of physical activity at certain times. Work will entail the use of knapsack sprayers and hand held spreaders as well as tractor mounted sprayers and spreaders where protective equipment will be worn.

Working in indoor and outdoor conditions where pollen counts are high at certain times of year is expected.

It may not be possible to take annual leave at peak workload periods.

The post-holder will be required to travel within the UK and spend nights away from Cambridge.

Work outside normal hours will be required at peak times.

7. PERSON SPECIFICATION**Education/Qualifications:**

Essential:	Desirable:
Good standard of education with relevant experience in Agriculture, Horticulture or Field trials.	Further education.

Experience:

Essential:	Desirable:
A good working knowledge of agricultural practices. Competent in the use of agricultural equipment. Competent in the use of computers.	Some experience or understanding of agricultural trials is highly desirable. Working knowledge of tractor GPS systems.

Specialist Training:

Essential:	Desirable:
Spray application certificates and NRoSO registered Tractor Driving and Forklift certificates.	ATV certificates BASIS and FACTS registration HGV Class C licence

Personal Qualities (skills, behaviours and competencies)

Essential:	Desirable:
A flexible approach to different types of work retaining attention to detail is required at all times. Ability and willingness to work on own and as part of teams. Take a pride in work done and have a mechanical understandings. A full driving licence is essential, and willingness to drive cars, light passenger, commercial and agricultural vehicles.	

Date of description: 02/06/2017**Compiled by:** Mark Leaman/Stephen Daniels