

## 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:

The post is based at NIAB's Cambridge site which handles approximately 60,000 trial plot on a range of crop species. The role is 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 technical teams deliver first class trials.

Working as part of a dedicated team delivering trials at Cambridge, it's off centre sites and NIAB's regional centres.

It is essential that work is delivered to agreed protocols and within strict time frames for fera, BSPB, HGCA, BBRO, PHSI, NIAB pre-breeding team and commercial seed companies.

Time will be split between delivering trials commercial production from the farm.

Essential attributes include:

Attention to detail and working to health and safety standards.

A flexible approach to work and willing to deal with a changing work pattern on a daily basis.

Being 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):

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 specialist trials equipment.	10
Record keeping and training to the highest standard to meet industry standards.	10
Driving tow vehicle ad trailer combinations and Class C lorries 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 conditions where pollen counts are high at certain times of year is expected. This can be indoors or

outdoors.

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.	Some experience or understanding of agricultural trials is highly desirable.
Competent in the use of agricultural equipment.	Working knowledge of tractor GPS systems.
Competent in the use of computers.	

### Specialist Training:

Essential:	Desirable:
Spray application certificates and NRoSO registered	ATV certificates
Tractor Driving and Forklift 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: 02/07/14

Compiled by: Mark Leaman/Stephen Daniels