

JOB DESCRIPTION & PERSON SPECIFICATION

1. Job title: Senior Field Technician with Agronomy responsibility Centre: Trials Services

Grade: Specialist

Location: Cambridge

Reports to (Job title): Director of Resource Management Line Manages (Job titles): Technical Assistance

2. Main purpose of role:

To manage the agronomy at NIAB's largest trials centre in Cambridge, working on a wide range of Agricultural/Horticultural trials and commercial work in line with customers' requirements and be part of the dedicated team providing both manual and machinery operating skills across a wide range of crops using bespoke and commercial machinery to support the NIAB TAG technical teams deliver first class trials.

There is a requirement to interact and work with the other NIAB centres to deliver work to agreed protocols and within strict time frames for Fera, BSPB, HGCA, BBRO, PHSI, NIAB pre-breeding team and the agricultural supply sector.

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):

This will develop as the successful candidate becomes embedded in the role.

4. Key relationships (external and internal):

Trails Service Team, Trials Delivery Team, Other internal customers and staff, External Agronomist, Contractors and Grain Buyers

Tasks/responsibilities (in order of priority)	Approx % of time
Crop walking with trials manager to produce legally compliant agrochemical plans/recommendations throughout the year, this can involve giving agronomy advice to colleagues at other centres.	35
Manage the agrochemical applications team to ensure timely delivery of plans agreed. Agrochemical and seed ordering and stocktakes and reviews to remain compliant with legislation.	15
Carry out agricultural/horticultural operations on a range of crops under trial and commercial conditions as required by colleagues. This includes land preparation, drilling, crop protection applications and harvesting.	15
Co-responsibility for managing the commercial farm crops in a suitable manner to provide acceptable gross margins whilst prioritising the same land for following trials.	15
Responsibility for Health and Safety for the overall team. This will require a general H&S awareness which will be used to identify compliance issues and then implement corrective actions.	10
Other duties within the company as they arise.	10

6. Working conditions: Both inside and outside in all weathers. Physical with some repetitive tasks. Unsociable and long hours on occasions. Work with heavy/dangerous machinery and substances.

7. PERSON SPECIFICATION

Education/Qualifications:

Essential:	Desirable:
Good standard of education with either further education or relevant experience in Agriculture or Horticulture or field trials experience.	HND, Degree, MSc in an agricultural/horticultural related subject. BASIS Diploma. FACTS

Experience:

Essential:	Desirable:
Staff management. Agricultural and mechanical understanding. Planning and organisation of heavy workloads to deadlines. Customer care/interaction.	Field trials experience. Working to protocols.

Specialist Training:

Essential:	Desirable:
Current UK driving license. Agrochemical application certificates. Forklift certificates. Tractor driving skills. BASIS and FACTs qualifications.	Class C HGV licence

Personal Qualities (skills, behaviours and competencies)

Essential:	Desirable:
Pride in work done. Attention to detail. Flexible work approach. Organised. Customer focussed. Works effectively under pressure.	

Date of description: May 2019

Compiled by: Mark Leaman