

**THE ORGANIC RESEARCH CENTRE
OUTLINE JOB DESCRIPTION**

JOB TITLE: GRADE 8: PRINCIPAL RESEARCHER & LIVESTOCK RESEARCH TEAM LEADER

RESPONSIBLE TO: Deputy Director Programmes

RESPONSIBLE FOR: Staff & Interns in Livestock Team

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

SPECIFIC DUTIES:

1. To manage the livestock research programme and individual projects (including financial monitoring), carry out research and contribute to research programme and projects specifically, but not exclusively, in the field of livestock, livestock systems and participatory research.
2. To be responsible for the ORC delivery of the livestock projects relating and specifically the following projects [iSAGE](#), [OK-Net EcoFeed](#), and livestock input into [Innovative Farmers](#) and [Sustainable economic and ecological grazing systems – learning from innovative partners](#) plus any new projects secured under current bidding procedures.
3. Lead ORC participation in national and international project bids and support other staff in leading project bids in the area specifically but not exclusively in the fields of sustainable and organic livestock farming and animal science.
4. Organise and undertake knowledge exchange (events, publications) for the programme and its projects.
5. Supervise staff, postgraduate and undergraduate students/interns within the Livestock Team.
6. Oversee the work off site including on local organic farms.
7. Represent ORC on external committees and groups.
8. Organise regular meetings for above projects and participate in Staff, Research and other team meetings as appropriate.
9. Deliver KPIs identified in the ORC Annual Business Plan.

GENERIC PRINCIPAL DUTIES:

10. To lead a Research Programme and Team within the Organic Research Centre.
11. To be responsible for the delivery of a Research Programme within ORC.
 - 11.1. To manage the Programme by ensuring current projects are of high scientific quality and are delivered on time and within budget.
 - 11.2. To liaise with the Deputy Directors regarding the structuring, invoicing and administration of research project funding.
 - 11.3. To advise the Director and Deputy Directors on the Programme's resource requirements.
12. To be responsible for the development of a Research Programme within ORC.
 - 12.1. To develop the Programme further by building on existing work, expanding current areas of research and initiating and developing new areas within appropriate scientific areas, including potential research partners and collaborators.
 - 12.2. In conjunction with other senior staff at ORC to identify and propose work that builds on past ORC projects as well as new research areas and funding opportunities.
 - 12.3. To identify potential funding sources and research calls.

- 12.4. To co-ordinate and formulate high quality project bids to a range of funding sources.
13. To ensure that appropriate knowledge exchange is undertaken for the Programme.
 - 13.1. To submit research output, for publication in scientific journals, conference proceedings and technical press, arising from the research programme.
 - 13.2. To present the programme and its findings at scientific conferences.
 - 13.3. To present the programme and its findings at farmer events and meetings and other appropriate events.
 - 13.4. To initiate and organise appropriate knowledge exchange events with stakeholders to disseminate information from the programme.
 - 13.5. To identify, co-ordinate and prepare information for the ORC Bulletins, technical guides, websites and social media from their Programme and of wider interest to our constituents.
14. To manage and develop the staff within the Programme Team;
 - 14.1. To support the staff within the Programme Team through regular updates, suitable coaching, training, reviews and appraisals.
 - 14.2. To ensure that they are aware of their duties and responsibilities.
 - 14.3. To ensure that they develop to achieve their greatest potential within their role at ORC.
 - 14.4. To assist with the recruitment of new staff as required.
15. To ensure that effective routes of communications and co-ordination are established and maintained within and between teams.
16. To be the public face of the Programme and raise awareness of the Research Team's wider activities within and outside of ORC.
 - 16.1. To represent the Programme, the Research Team and ORC at conferences, meetings and shows, within UK and internationally.
17. To be aware of, and familiar, with relevant research in other UK, European and international research institutions and develop their own skills, knowledge and understanding.
18. To contribute to the overall running and management of ORC by providing back-up and support to the Senior Management Team (SMT).
 - 18.1. Ensure that effective routes of communications are established and maintained with the members of the SMT (Director, Deputy Directors and Senior Programme Manager).
 - 18.2. To provide reports and other information and support as required by the Director or Deputy Directors.
 - 18.3. Contribute to the management of quality, audit and other external assessments e.g. by ensuring that projects meet ORC Quality Management System Standards.
19. To attend Staff or other meetings as required by the Director or Deputy Directors.
20. To undertake training to be able to continue meeting the requirements of this role and develop their potential as a member of ORC staff.
21. To 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/role reviews.

Principal Research (Grade 8) Personal Specification

Attribute	Essential	Desirable	How assessed*
Qualifications			
PhD in animal or livestock sciences or proven equivalent research experience to this level.	X		AP
Postdoctoral experience in livestock production, health and welfare.		X	AP
Experience			
Livestock sciences and research methodologies.	X		AP/I/P/R
Design and implementing applied livestock trials and experiments.	X		AP/I/P/R
Track record in successful project bidding on a national/ international scale	X		AP/I/R
Track record of scientific journal and conference publications	X		AP/I/R
Working within research projects at an international level	X		AP/I/R
Project management	X		AP/I/R
Staff management and development	X		AP/I/R
Participatory approaches to research.		X	AP/I
Understanding of farm sustainability assessment		X	AP/I
Animal nutrition		X	AP/I
Animal genetics		X	AP/I
Animal health and welfare		X	AP/I
Grassland management		X	AP/I
Experience of farm environment		X	AP/I
Understanding of the UK/EU (organic) farming industry		X	AP/I
Programme management		X	AP/I
Resource management		X	AP/I
Skills			
Very good understanding of the statistical basis of trial design and analysis	X		AP/I
Understanding of animal/livestock sciences and research methodologies	X		AP/I
Proven ability to extrapolate scientific skills and understanding to other areas of scientific research	X		AP/I
Proven excellent communication skills, written, oral and in a variety of styles.	X		AP/I
Computer literate (Windows/Office, statistical packages)	X		AP/I
Understanding and ability to analyse data with R		X	AP/I
Understanding of UK/EU research policy and funding requirements		X	AP/I
Personal qualities			
To be able to lead, motivate and develop an effective team	X		AP/I/P/R
To be able to work alone and as part of a team	X		AP/I/R
Enthusiastic and flexible	X		AP/I/R
To be able to contribute to the wider activities undertaken by ORC	X		AP/I/R
Interest in organic farming, agro-ecology and the environment		X	AP/I
Additional requirements			
Willingness to undertake work in a range of scientific areas	X		AP/I
Willingness to travel within the UK and EU/ internationally where and when needed	X		AP/I
Willingness to work additional hours at peak times	X		AP/I
Clean full driving licence.	X		AP/I
Willingness to undertake routine field assessments		X	AP/I

*AP = Application; AS= Assessment; I = Interview; P = Presentation; R = Reference

General Role Requirements of a Grade 8

ACTIVITIES	GENERIC ROLE REQUIREMENTS
1. Communication	Disseminate conceptual and complex ideas to a wide variety of audiences using appropriate media and methods to promote understanding.
2. Teamwork and motivation	<p>Provide research leadership to those working within research areas by for example co-ordinating the work of others to ensure that research projects are delivered effectively and to time or organising the work of a team by agreeing objectives and work plans.</p> <p>Act as line manager of research teams.</p> <p>Lead teams within areas of responsibility.</p> <p>Ensure that teams within the organisation work together.</p> <p>Act to resolve conflicts within and between teams.</p>
3. Liaison and networking	<p>Lead and develop internal networks for example by chairing and participating in organisational committees.</p> <p>Lead and develop external networks for example with other active researchers and leading thinkers in the field.</p> <p>Develop links with external contacts such as other educational and research bodies, employers, professional bodies and other providers of funding and research initiatives to foster collaboration and generate income.</p>
4. Service delivery	<p>Actively seek research funding and secure it as far as it is reasonably possible.</p> <p>Ensure research projects are designed to meet funders' requirements.</p> <p>Contribute to the management of quality, audit and other external assessments</p>
5. Decision making	<p>Make decisions regarding the operational aspects of own research programme.</p> <p>Contribute to decisions which have an impact on other related programmes.</p> <p>Provide advice on issues such as ensuring the adequate balance of research projects, appointment of researchers and other performance matters.</p>
6. Planning and organising resources	<p>Contribute to the development of research strategies in the organisation.</p> <p>Responsible for the delivery of own research programmes.</p> <p>Contribute to the overall management of the organisation in areas such as budget management and business planning.</p> <p>Be involved in organisational level strategic planning and contribute to the organisation's strategic planning processes.</p> <p>Plan and deliver research, consultancy or similar programmes, ensuring that resources are available and required income levels are achieved.</p>
7. Initiative and problem solving	<p>Review and synthesise the outcomes of research studies.</p> <p>Resolve problems affecting the delivery of research projects within own area and in accordance with regulations.</p> <p>Identify opportunities for strategic development of new projects or appropriate areas of activity and contributing to the development of such ideas.</p>

8. Analysis and research	<p>Define research objectives and questions.</p> <p>Develop proposals for research projects which will make a significant impact by leading to an increase in knowledge and understanding and the discovery or development of new explanations, insights, concepts or processes.</p> <p>Act as principal investigator on major research projects.</p> <p>Generate new research approaches and identify, adapt, develop and use research methodologies and techniques appropriate to the type of research.</p> <p>Interpret findings obtained from research projects and develop new insights, expanding, refining and testing hypotheses and ideas.</p> <p>Contribute generally to the development of thought and practice in the field.</p>
9. Sensory and physical demands	<p>Sensory and physical demands will vary from relatively light to a high level depending on the discipline and the type of work</p> <p>Carry out tasks that require the learning of certain skills.</p>
10. Work environment	<p>Depending on area of work (e.g. laboratories, workshops, field sites) may be expected to take responsibility for conducting risk assessments and reducing hazards.</p>
11. Pastoral care and welfare	<p>Responsible for dealing with referred issues for researchers within own project areas.</p> <p>Provide first line support for colleagues, referring them to sources of further help if required.</p>
12. Team development	<p>Contributing to the development of teams and individuals through the appraisal system and providing advice on personal development.</p> <p>Act as a personal mentor to peers and colleagues.</p>
13. Knowledge transfer/ learning support	<p>Contribute to knowledge transfer programmes including leading relevant KT initiatives.</p> <p>Use a range of delivery techniques to enthuse and engage colleagues, students/interns and users of research results, including producers and policy makers.</p> <p>Support subject-specific training of staff</p> <p>Supervise the work of post graduate students and interns.</p>
14. Knowledge and experience	<p>Required to be a nationally recognised authority in the subject area.</p> <p>In-depth understanding of own specialism to enable the development of new knowledge and understanding within the field.</p>