



<b>Job title</b>	Head of Youngstock Rearing	<b>Job family and level</b>	Technical Services Level 3
<b>School/ Department</b>	University Farm	<b>Location</b>	University of Nottingham Centre for Dairy Science Innovation

## Purpose of role

The Head of Youngstock will form an integral part of the team working at the recently expanded Centre for Dairy Science Innovation at the University of Nottingham Sutton Bonington Campus. This 360 cow unit utilises a combination of mattress and sand bedding and 8 robotic milkers to produce milk for commercial sale as well as conducting research trials into nutrition and behavioural studies. The unit is currently developing plans to enhance their calf housing to bring them into line with the rest of the industry leading facilities at the University of Nottingham.

It is expected that the job holder will assume responsibility for the operation all youngstock facilities and will be responsible for the health and nutrition of all calves from birth until first calving. The health and nutrition of youngstock determines their adult potential, therefore this role requires a passion for youngstock rearing and an understanding of calf health, including the detection and treating of illness.

The role will involve both conventional animal husbandry and stockmanship duties together with work assisting the animal and veterinary research trials conducted at the Centre.

The role holder will be expected to independently manage their own workload and to oversee other dairy staff, in the areas set out below, ensuring high University standards are maintained. The role will operate as part of a team rota and requires regular early morning and weekend work, as well as occasional overtime. The role holder is expected to ensure appropriately trained cover is in place for care of youngstock when on leave.

The role is physical and involves working outside. The role includes livestock transportation involving the driving and operation of farm vehicles and machinery, including tractors, trailers and telehandlers.

	<b>Main responsibilities</b> (Primary accountabilities and responsibilities expected to fulfil the role)	<b>% time per year</b>
1	<p>Manage general husbandry, animal care and facilities on a day-to-day basis ensuring quality and delegating tasks to assistant dairy technicians as appropriate.</p> <p>Ensure animals have access to appropriate feed, water and clean bedding at all times in accordance with statutory animal welfare regulations (ASPA 1986). Calves to be fed twice a day for up to four weeks, before moving onto automatic feeding system in group housing.</p> <p>Manage new born calf to weaning rearing, starting with calf removal, essential colostrum management, calf health, solid feed inclusion and smooth transition over weaning. Regular health and weight monitoring to reach desired weight at weaning, insemination then first calving.</p> <p>Undertake all operations (labour, machinery, plant – including Lely robotic milking machines) connected with animal husbandry provision in a professional manner to ensure the highest standards are met.</p> <p>Be responsible for livestock transportation and driving/manoeuvring of farm vehicles and machinery used for cleaning sheds and feeding. Includes tractors, trailers, telehandler and other machinery and vehicles.</p> <p>Work with the Head Herd Person to ensure all farm duties are covered when Herd manager is off rota, including training to junior members of staff.</p> <p>Carry out staff training where required, including to assistant dairy technicians and new members of staff/apprentices. Manage and monitor the workload of junior staff. Develop protocol file for care of youngstock (digital and hard copy) and ensure staff are appropriately trained to cover Head of Youngstock position when on leave/off rota.</p>	30%
2	<p>Book and tag new calves and ensure accurate record keeping.</p> <p>Prepare TMR ration formulation, ensuring correct mixing of diets. Maintain appropriate and accurate records and documentation to meet milk quality standards (Arla/Tesco) and ensure the farm's circa £1m milk contract is delivered to specification.</p> <p>Agree targets with farm manager for live weight gain, record and monitor progress against these targets.</p> <p>Enter and maintain accurate data as required by the farm, including Lely T for C (all milking data) and Uniform (all health, birth &amp; deaths).</p> <p>Manage the process for weaning calves.</p> <p>Implement strategies for disease management, including vaccination of youngstock. Monitor animal temperatures and diagnose and treat health issues. Maintain accurate records of all medicines and vaccines.</p>	25%
3	<p>Agree rota for and carry out mucking out of calf and youngstock buildings on a rota system. Ensure youngstock have access to clean water/troughs and footbaths at all times.</p> <p>Co-ordinate the timely movement of youngstock between facilities as animals develop.</p>	15%

	<b>Main responsibilities</b> (Primary accountabilities and responsibilities expected to fulfil the role)	<b>% time per year</b>
4	<p>Assist in selection of animals suitable for research trials. Take the lead Dairy Centre role in liaison with UoN departments (Biosciences, School of Veterinary and Medical Sciences) to establish new trials. Ensure smooth running of trials, including the taking of samples and weighing of animals.</p> <p>Contribute to University Farm's Knowledge Exchange role through communication with researchers, students, other University staff and the general public.</p> <p>Assist with AI and veterinary work, under the guidance of staff from the School of Veterinary and Medical Sciences.</p>	10%
5	<p>Carry out regular stock checks and work with farm management to order new supplies where required in a timely and cost effective manner.</p> <p>Monitor colostrum management, reporting any issues to farm management.</p>	10%
6	<p>Develop and implement strategies to ensure the biosecurity of the unit at all times.</p> <p>Comply with and generate protocols for standard Dairy Centre operations and routines. Oversee and contribute to the development of and implementation of new or improved systems of working, policies and procedures to maximise efficiency and ensure the safe running of the unit.</p> <p>Undertake further training to further develop skills and knowledge.</p> <p>Any other duties appropriate to the grade and role.</p>	10%

## Person specification

	Essential	Desirable
<b>Skills</b>	<ul style="list-style-type: none"> <li>▪ Knowledge of health and safety regulations relevant to working in a farm environment and the implications of non-compliance</li> <li>▪ Full, current driver's license unless disability precludes this</li> </ul>	
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>▪ Evidence of working as part of a team, as well as being able to work independently. Proven ability to build relationships and collaborate with others</li> <li>▪ Capability to organise own and other's activities to meet set deadlines</li> <li>▪ Ability to work accurately in order to maintain high standards</li> <li>▪ IT skills, including those specific to dairy production and record keeping</li> <li>▪ Good oral communication skills, including the ability to communicate with clarity on complex information</li> <li>▪ Youngstock handling and husbandry experience gained on a dairy or beef unit. Knowledge of animal welfare requirements</li> <li>▪ Experience in diet preparation</li> <li>▪ Livestock related plant and machinery experience, including telehandler</li> </ul>	<ul style="list-style-type: none"> <li>▪ Substantial relevant work experience in relevant role</li> <li>▪ Experience of managing staff</li> <li>▪ Experience of robotic milking systems</li> <li>▪ Experience of working on scientific trials</li> <li>▪ A good understanding of the livestock welfare requirements (under ASPA (1986) as amended regulations)</li> </ul>
<b>Qualifications, certification and training (relevant to role)</b>	<ul style="list-style-type: none"> <li>▪ GCSE Maths and English (minimum C)</li> <li>▪ Minimum of HND/BTEC in Agriculture, or equivalent qualifications plus work experience in a relevant role</li> </ul>	



The University strongly endorses Athena SWAN principles, with commitment from all levels of the organisation in furthering women's careers. It is our mission to ensure equal opportunity, best working practices and fair policies for all.

## Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

- Valuing people** Is friendly, engaging and receptive, putting others at ease. Actively listens to others and goes out of way to ensure people feel valued, developed and supported.
- Taking ownership** Is clear on what needs to be done encouraging others to take ownership. Takes action when required, being mindful of important aspects such as H&S, EDI and other considerations.
- Forward thinking** Drives the development, sharing and implementation of new ideas and improvements to support strategic objectives. Engages others in the improvement process.
- Professional pride** Is professional in approach and style, setting an example to others; strives to demonstrate excellence through development of self, others and effective working practices.
- Always inclusive** Builds effective working relationships, recognising and including the contribution of others; promotes inclusion and inclusive practices within own work area.

## Key relationships with others

