**Purpose of role**

The Assistant Dairy & Arable Farm Technician will be part of a small dedicated team based at the University of Nottingham Dairy Farm and Centre for Dairy Science Innovation (CDSI) and Arable Farm which is part of the Agri-Tech National Centre for Dairy Research.

These tasks will involve machinery operations, including operation of telehandlers, tractors, farm vehicles and associated implements; animal husbandry, including feeding, handling, treatment and observation of milking and dry cows and young-stock and sheep; work with automated milking systems; and record-keeping across the range of operational tasks. The role-holder will be expected to help in maintaining excellent standards of stockmanship, safety, health and welfare; to assist with animal work related to scientific trials and to carry out other appropriate tasks required on University Farm including a full range of arable, transport and estate operations.

**Main responsibilities**

(Primary accountabilities and responsibilities expected to fulfil the role) | % time per year
---|---
1 Plant and machinery operations, including those relating to TMR diet preparation and distribution, bedding, slurry systems and dairy infrastructures, including the automatic milking system as well as a full range of arable, transport and estate operations. | 30%
2 General housekeeping, hygiene and maintenance, health and safety associated with maintaining high standards and compliance with milk buyer and other assurance requirements. | 15%
3 Assist with the good husbandry (e.g. mastitis treatment, assisting with calving) of milking and dry animals as well as the sheep flock. | 15%
4 Assist with the good husbandry (e.g. feed preparation) of calves, lambs and other young-stock. | 10%
5 Assist with farm record keeping processes. | 10%
6 Assist with scientific trials. | 10%
7 Any other tasks as required on the University Farm. | 10%
## Person specification

<table>
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<th>Essential</th>
<th>Desirable</th>
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<tr>
<td><strong>Skills</strong></td>
<td><strong>Knowledge and experience</strong></td>
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| ▪ Basic health and safety requirements when working in a farm environment  
▪ Understanding of the welfare requirements of working with livestock  
▪ Evidence of an ongoing commitment to update knowledge, gain new skills  
▪ Ability to understand University policies and procedures  
▪ Adaptable and excellent team player  
▪ Proven ability to seek solutions and explanation  
▪ High level of professionalism at all times  
▪ Confident manner with ability to communicate effectively with key stakeholders at all levels | ▪ Experience of working on a large-scale dairy farm | ▪ Full, current driving licence unless disability precludes this  
▪ A minimum of two A-levels in relevant subjects, or equivalent vocational qualifications (NVQ, City & Guild), plus some experience in a relevant role OR considerable work experience in a relevant role. |

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

![Diagram showing the hierarchy of relationships with the University's staff and key stakeholders]

- **Line manager**
  - Herd Manager/Arable Farm Manager
- **Role holder**
  - Assistant Dairy & Arable Farm Technician
- **Key stakeholder relationships**
  - Colleagues
  - Students