**JOB APPLICANT**

*For better farming, food and health*

Organic Research Centre

Elm Farm

Hamstead Marshall

Newbury

Berkshire RG20 0HR

[elmfarm@organicresearchcentre.com](mailto:elmfarm@organicresearchcentre.com)

[www.organicresearchcentre.com](http://www.organicresearchcentre.com)

**ADDITIONAL INFORMATION.**

**APPLICATIONS WILL ONLY BE ACCEPTED ON THE   
ORGANIC RESEARCH CENTRE’S APPLICATION FORMS.**

**What is the Organic Research Centre?**

ORC’s vision is a world which meets the nutritional needs of current and future generations with safe, affordable, high quality food, produced in a way that sustains and enhances the natural environment, and ensures the health and wellbeing of all.

The Organic Research Centre works, nationally and internationally, to:

* research and develop practical, sustainable land management and food production systems based on organic and agro-ecological principles
* foster knowledge exchange with and between current and future producers, food businesses and related professionals
* influence policy and public debates on the future of food and farming based on sound evidence

The Organic Research Centre (originally called Elm Farm Research Centre) was established in 1980 as a "Centre of Excellence" to address the major issues raised by a global economy based on an intensive agricultural system. It is the UK's leading research, development and advisory institution for organic agriculture, having played a pivotal role in the development of organic research, policy and standards since its foundation.

The organisation is firm in its belief that realistic solutions to the critically important environmental issues facing us all can be found. The Organic Research Centre continues to research, develop, provide and demonstrate solutions and to investigate appropriate technologies for processing, distribution and marketing of food. The Centre believes we can develop a genuinely sustainable, equitable and healthy food system based on production methods that husband finite resources and enhance biodiversity.

The Centre disseminates information through adviser training and accreditation services, producer conferences and courses, website, articles and policy papers, scientific papers and publications and the production of a regular journal - the ORC Bulletin. The organisation is based on Elm Farm, an 85 hectare (210 acre), fully converted organic farm. It also works through a network of established organic farms.

ORC’s work covers a wide range of topics spread across eight programme areas (see below).

Further information can be found on our website [www.organicresearchcentre.com](http://www.organicresearchcentre.com).

**Place and Hours of Work.**

The place of employment shall be at the Organic Research Centre, Elm Farm, Berkshire or such other places as the institute may reasonably require. This is specified in your Offer of Employment letter and agreed with you.

Hours of work may vary according to the post occupied and the letter of Offer of Employment will specify the hours which apply to you. The standard working week is 37 hours, and part-time hours are calculated pro rata on this basis. The Organic Research Centre’s core office hours of work are 9am – 5:30pm Monday to Thursday and 9am-5:00pm Fridays with one hour for lunch. From time to time you may be required to work additional hours, to suit the needs of the business.

**Probationary Period.**

All staff will serve a six-month probationary period which must be completed satisfactorily before employment is confirmed.

**Holidays**

The standard holiday year runs from 1st January to 31st December. In addition to statutory holidays (New Year’s Day, Good Friday, Easter Monday, May Day, Spring Bank Holiday, Late Summer Bank Holiday, Christmas Day and Boxing Day) the basic holiday entitlement for full-time employees is 25 days per annum for Grade 1-5 roles (Research Technician, Research Assistant, Administrative Assistant and Administrator) and 30 days per annum for Grade 6 roles (Researcher/Senior Administrator/Consultant) and above. However, 3 days must be taken between 27th and 31st December to permit full closure of the office between Christmas and New Year. For part-time staff, entitlement to statutory bank holidays and annual leave will be pro-rata.

**Pensions**

ORC currently matches contributions to personal pension schemes up to a maximum of 5% of gross salary. Auto-enrolment will be implemented at ORC from 1 June 2016; at this stage it is planned that similar contributions will be maintained.

**ORC PROGRAMMES**

**(see** [**www.organicresearchcentre.com**](http://www.organicresearchcentre.com) **for further information)**

**PLANT BREEDING FOR CROP RESILIENCE**

*The focus of our breeding programme is on increasing genetic diversity to produce crops that are more resilient to variations in climate and weather conditions; weed, pest and disease pressures; and other challenges, for example through the use of variety mixtures or composite cross populations. Most modern varieties have been selected for high use of inputs not permitted in organic farming. We also aim to develop crop varieties specifically suited to organic production, e.g. which incorporate traits such as lower nitrogen requirements and higher competitive ability with weeds.*

**COBRA:** Coordinating organic plant breeding activities for diversity (Defra/CORE-Organic ERANET-funded, [www.cobra-div.eu](http://www.cobra-div.eu))

**Cultivating Innovation:** Agroecology, Plant Breeding and the Challenge to Intellectual Property Law (AHRC-funded, [www.cultivatinginnovation.org](https://outlook-legacy.leeds.ac.uk/owa/redir.aspx?C=t4OROzDAiUm49Xc5bhQOl0EiCWWh7tFIw18S77QjPDKv-RgyXF3WBZX9a64CnGsCLuYnlyy66mk.&URL=http%3a%2f%2fwww.cultivatinginnovation.org))

**ECOPB:** European Consortium for Organic Plant Breeding (ECOPB funded, [www.eco-pb.org](http://www.eco-pb.org))

**SOLIBAM:** Strategies for Organic and Low-input Integrated Breeding and Management (EU-FP7 funded, [www.solibam.eu](http://www.solibam.eu))

**WHEALBI:** Wheat and barley legacy for breeding improvement (EU FP7-funded, [www.whealbi.eu](http://www.whealbi.eu))

Population Marketing trial

**SOIL AND CROPPING SYSTEMS**

*Our work in this area is focused on the development of productive organic cropping systems including the use of legumes, cover crops and reduced tillage systems without the use of herbicides. We have demonstrated that complex legume mixtures contribute to fertility building while supporting pollinators, and that reduced tillage can contribute to reduced energy consumption and enhanced soil protection.*

**Diversifood** H2020 project started 2015

**Multiple biodiversity benefits** from legume based mixtures (Reading University PhD)

**OSCAR:** Optimising subsidiary crop application in rotations (EU FP7-funded, [www.oscar-covercrops.eu](http://www.oscar-covercrops.eu/))

**OK Net Arable** H2020 project started 2015

**Productivity of organic cropping systems** (Defra funded)

**QUOATS:** Harnessing new technologies for sustainable oat production and utilization (Defra-LINK funded, [www.quoats.org](http://www.quoats.org))

**Sheep grazing of cereals** to assist with blackgrass weed control (Prince of Wales’s Charitable Foundation funded as part of the Duchy Originals Future Farming Programme, [www.soilassociation.org/fieldlabs](http://www.soilassociation.org/fieldlabs))

**TILMAN-ORG:** Reduced tillage and green manures for sustainable organic cropping systems (Defra/CORE-Organic ERANET-funded, [www.tilman-org.net](http://www.tilman-org.net))

**AGROFORESTRY**

*The focus of our agroforestry research programme is the evaluation of a range of agroforestry systems (including both crops and livestock) in terms of their productivity, environmental and economic impacts, and their potential for agri-environmental policy. We are also investigating the potential of hedges and other landscape elements as sources for biofuels, generating an income to support their management and conservation.*

**AGFORWARD:** Agroforestry that will advance rural development (EU FP7-funded, [www.agforward.eu](http://www.agforward.eu))

**Can agroforestry reconcile** conflicting demands for productivity, biodiversity conservation and delivery of ecosystem services? (Reading University PhD)

**CO-FREE:** Innovative strategies for copper-free, low input and organic farming (EU FP7 funded, [www.co-free.eu](http://www.co-free.eu))

**SOLID**: Agroforestry in dairy systems, part of Sustainable Organic and Low Input Dairying (EU FP7 funded, [www.solidairy.eu](http://www.solidairy.eu))

**SustainFarm**: FACCE-SURPLUS project starting 2016

**TWECOM:** Towards Eco-energetic Communities (Interreg/Ashden Trust funded, [www.twecom.eu](http://www.twecom.eu))

**LIVESTOCK SYSTEMS**

*Our work in the area covers both ruminants (mainly cattle) and non-ruminants (pigs and poultry) with particular focus on forage production and utilisation, including the role of legumes as a home grown protein feed resource. We are also investigating animal nutrition, in particular minerals and trace elements in ruminants and key proteins in monogastrics. The impact of forage, supplementary nutrients, grassland management and housing on animal health is also addressed.*

**SOLID:** Sustainable Organic and Low-input Dairy Production (EU FP7-funded, [www.solidairy.eu](http://www.solidairy.eu))

**ICOPP:** Improved Contribution of local feed to 100% Organic feed supply for Pigs and Poultry. (Defra/CORE Organic ERANET funded ICOPP project, [www.icopp.eu](http://www.icopp.eu))

**ISAGE:** H2020 project on sheep and goats starting 2016

**Optgraze:** Optimal grazing systems (NORSOK funded, [www.bioforsk.no](http://www.bioforsk.no))

**ENVIRONMENT, SUSTAINABILITY AND HEALTH**

*Our research focuses on the wider impacts of organic and other farming systems and the assessment of their sustainability and contribution to delivery of ecosystem services. It also explores concepts of health applicable to individual organisms and ecosystems.*

**Assessing the GHG impacts** of widespread conversion to organic farming in the UK (Cranfield University PhD)

**Contribution of the** **Public Goods Tool** to the Sustainable Intensification Platform (Defra funded)

**Development of sustainability assessment** methods (Ekhaga Foundation-funded)

**Greenhouse Gas Platform:** Data synthesis, modelling and management (Defra-funded)

**Health Concepts:** (Ekhaga Foundation funded)

**Role of Agroecology in Sustainable Intensification** (Scottish Natural Heritage funded)

**Testing of Public Goods Tool** (Defra funded)

**BUSINESS AND MARKETS**

*This programme focuses on the analysis of farm incomes and costs of production, the availability and quality of organic market data, sector/market development as well as consumer attitudes, behaviour and willingness to pay, helping producers, food businesses and policy-makers to make better informed decisions.*

**Better Organic Business Links** (Welsh Government RDP Supply Chain project)

**OrganicDataNetwork** (Data network for better European organic market information)

**Organic farm incomes in England and Wales** (Welsh Government funded)

**Organic Farm Management Handbook** (Self-funded)

**Producer surveys** (Welsh Government funded)

**Value added in organic supply chains** – DG Agri funded project starting 2016

**KNOWLEDGE EXCHANGE AND COMMUNICATION**

*The focus of this programme is to build on the participatory ethos in our research programmes and to actively involve producers and other stakeholders in the development and implementation of the trials and interpretation of the results. We are also develop our approach to knowledge sharing using the internet, printed publications and events including conferences and training courses.*

**Agricology information hub**

**Innovative Farmers (Duchy Future Farming)**

**SRUC MSc/PgDip Organic Farming Distance Learning partnershio**

**Producer conference**

**Institute of Organic Training and Advice**

**Publications, ORC Website, ORC Bulletin, E-bulletins, Social media, Library resources**

**POLICY DEVELOPMENT AND EVALUATION**

*Our work focuses on both the development and evaluation of policy support and payments for public good benefits, and the development and evaluation of regulations, standards and certification systems.  We engage with external governmental and non-governmental organisations in order to facilitate the sound development of the organic sector in the UK and internationally and to influence policy-makers at local, national and international level in order to ensure that the potential of organic/ agro-ecological approaches is recognized and appropriate policies are developed.*

**Welsh Government Organic Policy Advice**

**ORC Policy Advocacy Programme, including TP Organics and EGTOP**

**Evaluations of organic policies and regulations for DG Agri**

**EU Greens project on funding for organic farming research.**

**IFOAM project on EU Action Plans**