

THE ORGANIC RESEARCH CENTRE

OUTLINE JOB DESCRIPTION

JOB TITLE: RESEARCHER ORGANIC BUSINESS and MARKETS (G6)

RESPONSIBLE TO: SENIOR PROGRAMME MANAGER INFORMATION SERVICES

RESPONSIBLE FOR: Interns if applicable, to be specified

To undertake the role requirements of a researcher as set out on the following pages and specifically within this context to:

1. Carry out research and contribute to projects specifically, but not exclusively, in the fields of farm and food business development, markets and supply chains related to organic and diverse crop production as part of the Organic Business and Markets Team and other ORC programmes¹. This will include:
 - 1.1. Contribute to embedding diversity in organic and low-input food systems in the Horizon 2020 knowledge exchange project **CERERE** and the research project **Diversifood**. Both projects will promote innovation through diversity-based 'alternative' cereal food systems in Europe through knowledge exchange and communities of practice adopting a bottom-up approach in multi-actor network.
 - 1.1.1. Develop case study descriptions of alternative cereal supply chains in the UK
 - 1.1.2. Identify and summarise research results and good practice in industry regarding innovative, diversity-based, quality and health-centred cereals
 - 1.1.3. Maintain contact with UK stakeholders and the consortium
 - 1.1.4. Contribute to data analysis and reporting including development of recommendations in relation to diversity in the food supply chain.
 - 1.2. Carry out two case studies in relation to the link between crop diversification and the supply chain in the UK as part of the new H2020 funded project **DIVERIMPACT** starting in April 2017. This work will include activities to
 - 1.2.1. Develop and maintain contacts with industry partners and support the "learning for innovation" platform to be developed by the project
 - 1.2.2. Support on-farm experimentation together with the industry partners
 - 1.2.3. Develop and carry out data collection (farm-level, supply-chain)
 - 1.2.4. Contribute to the development of strategies, methods and tools to sustain crop diversification all along the value chain, based on a cross-national analysis of case study data
 - 1.2.5. Contribute to data analysis and reporting
2. Contribute to regular updates on trends in the UK organic market from production to retail
 - 2.1. Develop and overview of data availability relevant in this field
 - 2.2. Develop a data base for the archiving of data relevant to UK organic market and populate this with data from previous and ongoing project activities.
 - 2.3. Be aware of data sources for retail and consumption data
3. Contribute to research bids and funding applications in relation to the business and markets programme.
4. Contribute to knowledge exchange in relation to the business and markets programme

¹ Plant breeding; Soils and crops; Agroforestry; Livestock; Environment, sustainability & health; Policy development and evaluation; Knowledge exchange and communication

- 4.1. Submit research output, for publication in scientific journals, conference proceedings and technical farming press, arising from the research programme.
 - 4.2. Present findings at farmer events, scientific conferences, meetings and other events as appropriate.
 - 4.3. Assist with the organisation of appropriate events to disseminate information from the programme.
 - 4.4. Prepare information for the ORC Bulletin, website, social media etc.
5. Support the Senior Staff within the Programme
- 5.1. Supervise as appropriate students and interns related to the programme
 - 5.2. Ensure that supervised students/interns are aware of their duties and responsibilities
 - 5.3. Ensure that supervised students/interns develop to achieve their greatest potential within their role at ORC
6. Represent the programme and ORC at conferences, meetings and shows, within the UK and internationally.
7. Ensure that effective routes of communications are established and maintained with the Principal Researcher/Team Leader and other members of the team.
8. Develop an awareness of relevant research in other institutes and develop own skills, knowledge and understanding.
9. Undertake training to be able to continue meeting the requirements of this role and develop your potential as a member of ORC staff.
10. 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.
11. Participate in the Staff, Research and other team meetings as appropriate.

Personal Specification of Researcher Business and Markets

Attribute	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • BSc (at least 2.1) in Agricultural Economics/Agriculture with Business/Agriculture and Food Marketing or similar 	<ul style="list-style-type: none"> • Training in business development, farm management or marketing • Postgraduate qualifications
Experience	<ul style="list-style-type: none"> • Research experience in at least one of: supply chain management, market data analysis, farm business management • Designing and implementing surveys • Statistical methods 	<ul style="list-style-type: none"> • Relevant research experience • Experience with organic or other quality markets
Skills	<ul style="list-style-type: none"> • Excellent knowledge of Excel and tools for archiving of numerical data • Good organisational skills • Computer literate with Windows and MS office • Good communication skills both written and oral, in a variety of styles 	<ul style="list-style-type: none"> • Understanding and experience of R statistics package • Database management • Project management
Personal qualities	<ul style="list-style-type: none"> • Self-motivated • Independent and able to work alone and as part of a team • Enthusiastic and flexible • Able to contribute to the wider activities undertaken by ORC 	<ul style="list-style-type: none"> • Interest in organic farming, food systems, agroecology and the environment • Interest in working with small and large-scale organic business actors
General ability	<ul style="list-style-type: none"> • Willingness and ability to travel where and when needed in the UK and EU 	
Additional requirements	<ul style="list-style-type: none"> • Clean full driving licence. • Willingness to work additional hours at peak times 	

ACTIVITIES	GENERIC ROLE REQUIREMENTS Researcher (G6)
1 Communication	<p>Write up research work for publication.</p> <p>Deal with routine communication using a range of media.</p> <p>Communicate complex information, orally, in writing and electronically.</p> <p>Preparing proposals and applications to external bodies, e.g. for funding and contractual purposes.</p> <p>Communicate material of a specialist or highly technical nature.</p>
2 Teamwork and motivation	<p>Work with colleagues on joint projects, as required.</p> <p>Collaborate with colleagues on areas of shared research and knowledge transfer interest.</p> <p>Attend and contribute to relevant meetings.</p>
3 Liaison and networking	<p>Liaise with colleagues, students/interns, co-operating producers/research partners and others.</p> <p>Build internal contacts and participate in internal networks for the exchange of information and to form relationships for future collaboration.</p> <p>Build external contacts and join external networks to share information and identify potential sources of funds.</p>
4 Service delivery	<p>Contribute to the production of research bids, aimed at meeting the funders' requirements.</p>
5 Decision making	<p>Make decisions on matters affecting own research projects.</p> <p>Contribute to collaborative decision making with colleagues in areas of research.</p>
6 Planning and organising resources	<p>Manage own research and administrative activities, with guidance if required.</p> <p>Use research resources, laboratories and workshops as appropriate.</p> <p>Plan and manage own research activity in collaboration with others.</p>
7 Initiative and problem solving	<p>Deal with standard problems and help colleagues resolve their concerns about progress in research.</p> <p>Resolve problems of meeting research objectives and deadlines.</p> <p>Develop ideas for generating income and promoting research area.</p> <p>Develop ideas for application of research outcomes</p>
8 Analysis and research	<p>Develop research objectives and proposals for own or joint research.</p> <p>Conduct individual and collaborative research projects.</p> <p>Use new research techniques and methods.</p> <p>Use initiative and creativity to identify areas for research, develop new research methods and extend the research portfolio.</p>
9 Sensory and physical	<p>Sensory and physical demands will vary from relatively light to a high level depending on</p>

demands	<p>the discipline and the type of work</p> <p>Carry out tasks that require the learning of certain skills.</p>
10 Work environment	<p>Balance with help the competing pressures of research and administrative demands and deadlines.</p> <p>It is required to be aware of the risks in the work environment and their potential impact on their own work and that of others.</p>
11 Pastoral care and welfare	<p>Show consideration to others.</p>
12 Team development	<p>Carry out induction and provide support to new members of the team.</p>
13 Knowledge transfer/ learning support	<p>Contribute to the organisation and content of knowledge transfer events/ short courses relevant to areas of research activity and specialist knowledge.</p> <p>Be involved in the assessment of student/intern knowledge and supervision of projects.</p> <p>Assist in the development of student/intern research skills.</p>
14 Knowledge and experience	<p>Continually update knowledge and understanding in field or specialism.</p> <p>Translate knowledge of advances in the subject area into research activity.</p> <p>Possess sufficient breadth or depth of specialist knowledge in the discipline and of research methods and techniques to work within established research programmes.</p> <p>Engage in continuous professional development.</p> <p>Understand equal opportunity issues as they may impact on areas of research content.</p>