

THE ORGANIC RESEARCH CENTRE

JOB DESCRIPTION

G7 SENIOR RESEARCHER

– AGROFORESTRY

DATE	VERSION	NOTES
6/10/20	0.1	Draft prepared by CEO with input from Head of Research
8/10/20	0.2	Draft amended by AXC to align with HERA G7
8/10/20	0.3	Personal Specification corrected by AXC
15/10/20	0.4	Final version approved by AXC, WS, LM

REPORTING TO: HEAD OF RESEARCH (AGROFORESTRY RESEARCH THEME LEADER)

RESPONSIBLE FOR: NO FORMAL LINE MANAGEMENT RESPONSIBILITY (potentially G6 and interns as requested)

JOB ROLE:

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

Specific duties

1. To be responsible for the ORC delivery of Agroforestry projects as directed by the Head of Research
2. To undertake international and UK project bids predominately within the area of Agroforestry in conjunction with other members of the Research team.
3. Assist knowledge exchange in relation to Agroforestry and other projects as requested.

Generic Principal Duties

1. To carry out research, lead research projects and submit research bids.
2. To construct and carry out research projects to achieve the agreed objectives
 - 2.1. To be involved at all stages of the research process (planning, implementation, analysis of experiments, production of reports and papers and project management).
 - 2.2. From time to undertake scientific research within areas other than agroforestry when needs arise and when relevant to the post-holder's experience and expertise.
 - 2.3. To work with the Research Coordinator to ensure that all projects are tracked and managed (including budget management) as required.
3. To formulate research proposals and to contribute to the formation of larger scale bids.
 - 3.1. To formulate high quality, small project bids, or contribute to larger bids, including development/ leadership of work packages.
 - 3.2. To identify potential funding sources and research calls.
 - 3.3. With the Team Leader contribute to the Programme as a whole by building on past and current work, identifying and proposing new research areas and funding opportunities.
4. To ensure that appropriate knowledge transfer is undertaken for their research projects:
 - 4.1. To prepare and submit research outputs, for publication in scientific journals, conference proceedings and technical press, arising from the research programme.
 - 4.2. To present the programme and its findings at scientific conferences, farmer events and meetings and other appropriate events.
 - 4.3. To initiate and organise appropriate events to disseminate information from the Programme.
 - 4.4. Identify and prepare information for the ORC Bulletin and web site.
5. To support the Principal Researcher in managing staff within the Programme.
 - 5.1. To supervise junior staff, students and interns.
 - 5.2. To ensure that they are aware of their duties and responsibilities.

- 5.3. To ensure that they develop to achieve their greatest potential within their role at ORC.
- 5.4. To assist with the recruitment of new staff as required.

- 6. To represent the programme, the research team and ORC at conferences, meetings and shows, within the UK and internationally.
 - 6.1. To contribute to raising awareness of the Programme's activities outside of the Organic Research Centre.

- 7. To be aware of, and familiar with, relevant research in other UK, European and international research institutions and develop own skills, knowledge and understanding.

- 8. Ensure that effective communication is established and maintained with the Principal Researcher/Team Leader and other members of the team.

- 9. To provide internal reports, other information and support as required by their Team Leader/Principal Researcher, Senior Programme Manager and Director.

- 10. Attend staff other meetings as requested by their Line Manager, Team Leader, Senior Programme Manager or Director.

- 11. Undertake training to be able to continue meeting the requirements of this role and develop your potential as a member of ORC staff.

- 12. 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.

SENIOR RESEARCHER (AGROFORESTRY) - PERSONAL SPECIFICATION.

Attribute	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • BSc 2.1 or higher in Forestry/Agricultural/ Biological/ Ecological science or equivalent experience. 	<ul style="list-style-type: none"> • Ph.D. or equivalent research experience in agroecology-related subjects
Experience	<ul style="list-style-type: none"> • Working with agricultural producers and other stakeholders in the agricultural and/or environment domains. • Designing and implementing field trials and experiments. • Publishing articles in peer-reviewed journals. 	<ul style="list-style-type: none"> • Experience of agroforestry systems, agroecological farming approaches, bioenergy production, crop agronomy, and/or field ecology. • Project management. • Policy analysis and development.
Skills	<ul style="list-style-type: none"> • Understanding of agroforestry and integration of trees in agricultural landscapes / agroecosystems • Good communication skills, written, oral and in a variety of styles. • Ability to carry out a research project including conception, design, data collection, data analysis and reporting. • Good organisational skills. • Understanding of statistical methods and their application. • Computer literate with Windows and MS office. 	<ul style="list-style-type: none"> • Understanding and experience of R statistics package. • Project management. • Understanding of forestry or woody biomass production systems
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.
General ability	<ul style="list-style-type: none"> • Willingness to undertake routine field assessments. • Willingness 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
1 Communication	<p>Write or contribute to publications or disseminate research findings using other appropriate media.</p> <p>Make presentations at conferences or exhibit work in other appropriate events.</p> <p>Routinely communicate complex and conceptual ideas to those with limited knowledge and understanding as well as to peers using high level skills and a range of media.</p>
2 Teamwork and motivation	<p>Clarify the work responsibilities of team members to ensure effective deployment and achievement of research project objectives.</p>
3 Liaison and networking	<p>Collaborate actively within and outwith the organisation to complete research projects and advance thinking.</p> <p>Participate in and develop external networks, for example to identify sources of funding, generate income, obtain consultancy projects, or build relationships for future activities.</p>
4 Service delivery	<p>Significantly contribute to the production of research bids, aimed at meeting the funders' requirements.</p>
5 Decision making	<p>Decide on research programmes and methodologies, often in collaboration with colleagues and sometimes subject to the approval of the Team Leader on fundamental issues.</p>
6 Planning and organising resources	<p>Plan, co-ordinate and implement research projects.</p> <p>Manage the use of research resources and ensure that effective use is made of them.</p> <p>Manage or monitor research budgets in collaboration with Team Leader.</p> <p>Help to plan and implement commercial and consultancy activities.</p> <p>Plan and manage own consultancy assignments.</p>
7 Initiative and problem solving	<p>Identify sources of funding and contribute to the process of securing funds.</p> <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, projects and proposals.</p> <p>Conduct individual or collaborative research projects.</p> <p>Assess, interpret and evaluate outcomes of research.</p>

	Develop new concepts and ideas to extend intellectual understanding.
9 Sensory and physical demands	Sensory and physical demands will vary from relatively light to a high level depending on the discipline and the type of work Carry out tasks that require the learning of certain skills.
10 Work environment	Balance the pressures of research and administrative demands and competing deadlines. Depending on area of work and level of training received, may be expected to conduct risk assessment and take responsibility for the health and safety of others.
11 Pastoral care and welfare	Show consideration to others and provide assistance to those in distress. Provide information and help to colleagues and students, referring them to other sources of assistance if required.
12 Team development	Mentor colleagues with less experience and advise on personal development. Coach and support colleagues in developing their research techniques.
13 Knowledge transfer/ learning support	Contribute to the organisation and content of knowledge transfer events/ short courses relevant to areas of research activity and specialist knowledge. Supervise postgraduate research students/interns. Use a range of delivery techniques to enthuse and engage colleagues, students/interns and users of research results, including producers and policy makers.
14 Knowledge and experience	Extend, transform and apply knowledge acquired from scholarship to research and appropriate external activities. Possess sufficient breadth or depth of specialist knowledge in the discipline to contribute to the development of research programmes and methodologies.