

## THE ORGANIC RESEARCH CENTRE

### OUTLINE JOB DESCRIPTION

**JOB TITLE: RESEARCHER ORGANIC BUSINESS and MARKETS (G6)**

**RESPONSIBLE TO: SENIOR RESEARCHER BUSINESS and MARKETS (G7)**

**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 as part of the Organic Business and Markets Team and other ORC programmes<sup>1</sup>. This will include:
  - 1.1. Gaining a good understanding of the socio-economic opportunities for and challenges faced by stakeholders of agro-forestry and mixed-farming systems in Europe, as part of the **EC-H2020 project AGROMIX** starting in November 2020. This work will include activities to:
    - Develop research protocols in collaboration with other ORC staff members
    - Organise and carry out collection of socio-economic data as well as expert interviews and workshops
    - Carry out and report on a literature review
    - Contribute to qualitative and quantitative data analysis and reporting, including development of recommendations
    - Participate in national and international project meetings
  - 1.2. Contributing to a better understanding of the sustainability of innovative agri-food value chains in Europe, as part of the **EC-H2020 project FOODLEVERS** starting in December 2020. This work will include activities to:
    - Contribute to data collection on farm sustainability using the Public Good tool
    - Contribute to value chain analysis using the framework of Global Value Chains and Global Production Networks
2. Contribute to regular updates on trends in the UK organic market from production to retail:
  - Analyse farm-level production and financial data from a variety of statistical sources
  - Carry out producer and business surveys as required
  - Contribute to the next edition of the Organic Farm Management Handbook
3. Contribute to research bids and funding applications in relation to business and markets programme.
4. Contribute to knowledge exchange in relation to the business and markets programme:
  - Submit research output, for publication in scientific journals, conference proceedings and technical farming press, arising from the research programme
  - Present findings at farmer events, scientific conferences, and meetings and other appropriate events

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

- Assist with the organisation of appropriate events to disseminate information from the programme
  - Prepare information for the ORC Bulletin, website, social media etc.
5. To support the Senior Staff within the Programme
    - Supervise as appropriate students and interns related to the programme
    - Ensure that supervised students/interns are aware of their duties and responsibilities
    - Ensure that supervised students/interns develop to achieve their greatest potential within their role at ORC
  6. To 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 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**

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

ACTIVITIES	GENERIC ROLE REQUIREMENTS
<b>1 Communication</b>	<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>
<b>2 Teamwork and motivation</b>	<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>
<b>3 Liaison and networking</b>	<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>
<b>4 Service delivery</b>	<p>Contribute to the production of research bids, aimed at meeting the funders' requirements</p>
<b>5 Decision making</b>	<p>Make decisions on matters affecting own research projects</p> <p>Contribute to collaborative decision making with colleagues in areas of research</p>
<b>6 Planning and organising resources</b>	<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>
<b>7 Initiative and problem solving</b>	<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>
<b>8 Analysis and research</b>	<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>
<b>9 Sensory and physical demands</b>	<p>Sensory and physical demands will vary from relatively light to a high level depending on the discipline and the type of work</p>

	Carry out tasks that require the learning of certain skills
<b>10 Work environment</b>	<p>Balance with help the competing pressures of research and administrative demands and deadlines</p> <p>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>
<b>11 Pastoral care and welfare</b>	Show consideration to others
<b>12 Team development</b>	Carry out induction and provide support to new members of the team
<b>13 Knowledge transfer/ learning support</b>	<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>
<b>14 Knowledge and experience</b>	<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>