

THE ORGANIC RESEARCH CENTRE

JOB DESCRIPTION

G8 PRINCIPAL RESEARCHER – BUSINESS AND SUSTAINABILITY

DATE	VERSION	NOTES
14/07/21	0.1	Draft prepared by Head of Research
11/08/21	0.2	Comments by Deputy HoR
17/08/21	0.3	Comments by Senior Researcher Business & Markets

REPORTING TO: HEAD OF RESEARCH

RESPONSIBLE FOR: RESEARCHER, SUSTAINABILITY & RESEARCHER, BUSINESS AND MARKETS

JOB DESCRIPTION**PRINCIPAL RESEARCHER – BUSINESS AND SUSTAINABILITY****BACKGROUND**

The Organic Research Centre was founded 40 years ago and from the outset has been the only UK organisation focussed on research into organic farming systems. A key strand of this research has been organic farming sustainability in both its economic and environmental dimensions. We have pioneered methods for assessing and improving farm-level sustainability and researched the financial viability of organic systems, which is fundamental for their widespread uptake. This requires consideration of the whole value chain, and the interventions along it that can simultaneously derive environmental benefits on the land and health outcomes for the population.

JOB ROLE

Building on the legacy of past projects and partnerships, together with ongoing initiatives including long-term EU funded projects, ORC is looking for an experienced researcher in the fields of social sciences, sustainability sciences and/or agricultural economics to lead our business and sustainability research into an exciting new phase. The post-holder will be at the forefront of a highly transdisciplinary and transformative research area, with principal duties being:

1. To be responsible for the delivery of the Business and Sustainability Programme within ORC.
 - 1.1. To manage the Programme by ensuring current projects are of high scientific quality and are delivered on time and within budget.
 - 1.2. To undertake project management and implementation, initially on two current Horizon 2020 projects: DiverIMPACTS (2019-2022) and Agromix (2020-2023).
 - 1.3. To coordinate the next editions of the Organic Farm Management Handbook
 - 1.4. To liaise with the Research Coordinator Officer and Finance Team regarding the administration of research projects including their funding and internal resourcing.
 - 1.5. To advise the Head of Research on the Programme's resource requirements.
2. To be responsible for the development of the Business and Sustainability Research Programme within ORC.
 - 2.1. To develop the Programme further through research proposals that build on and expand existing work or that initiate new areas of research.
 - 2.2. Develop potential research partnerships and collaborations to pursue such proposals.
 - 2.3. To identify relevant funding sources and research calls.
 - 2.4. To co-ordinate and formulate high quality project bids to a range of funding sources.
3. To ensure that appropriate knowledge transfer is undertaken for the Programme.
 - 3.1. To submit research outputs, for publication in scientific journals, conference proceedings and technical press, arising from the research programme.
 - 3.2. To present the programme and its finding at scientific conferences, farmer events and meetings and other appropriate events.
 - 3.3. To initiate and organise events to disseminate information from the programme.
 - 3.4. To identify, co-ordinate and prepare information for ORC bulletins/reports, website and social media from the Programme and of wider interest to our constituents.
4. To manage and develop the staff within the Programme Team.
 - 4.1. To support the staff within the Programme Team through regular updates, suitable coaching, training, reviews and appraisals. The post-holder will initially be line managing two members of staff and one long-term consultant.
 - 4.2. To ensure that they are aware of their duties and responsibilities.
 - 4.3. To ensure that they develop to achieve their greatest potential within their role at ORC.
 - 4.4. To assist with the recruitment of new staff as required.

5. To ensure that effective routes of communications and co-ordination are established and maintained with colleagues.
6. To be the public face of the Programme and raise awareness of the Research Team's wider activities within and outside of ORC.
 - 6.1. To represent the Programme, the Research Team and ORC at conferences, meetings and shows, within UK and internationally.
7. To support organisational-level communications, fundraising and other activities as required.
8. To be aware of, and familiar, with relevant research in other UK, European and international research institutions and develop own skills, knowledge and understanding.
9. To attend Staff meetings or others as required by the Senior Management Team.
10. Undertake training to be able to continue meeting the requirements of this role and develop your potential as a member of ORC staff.
11. Provide other information and support or undertake other activities as required by the Head of Research, including responsibilities not listed above that may be allocated in the Annual Business Plan and/or agreed as part of annual appraisals.

PERSONAL SPECIFICATION**PRINCIPAL RESEARCHER – BUSINESS AND SUSTAINABILITY**

Attribute	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Ph.D or equivalent research experience in social sciences and/or sustainability sciences and/or agricultural-economics (or related areas) 	
Experience	<ul style="list-style-type: none"> Working with agricultural producers and other stakeholders in the agricultural and/or environment domains Experience in qualitative and quantitative data collection, handling and analysis Research project management, including multi-year and partnership projects Successful research proposal development and bidding experience Track record of publishing articles in peer-reviewed journals 	<ul style="list-style-type: none"> Participation in European partnership projects Research in the field of organic or other agro-ecological farming approaches. Policy analysis and development Team or line management Analysis of market data and farm-level production and financial data from a variety of statistical sources including producer surveys and control bodies
Skills	<ul style="list-style-type: none"> Excellent understanding of farming and food systems Good written and spoken communication skills used with a variety of audiences Ability to carry out a research projects including conception, design, data collection, data analysis and reporting Good organisational skills Understanding of statistical methods and their application. Computer literacy with Windows and MS office 	<ul style="list-style-type: none"> Understanding and experience of R statistics package or statistical software Development and implementation of survey tools with farmers Workshop organisation and facilitation Life Cycle Analysis Experience of project management systems and software
Personal qualities	<ul style="list-style-type: none"> Self-motivated. Independent and able to work alone as well as part of a team Enthusiastic and flexible Interest in organic farming, food systems, agroecology and the environment 	<ul style="list-style-type: none"> Networking skills Good at multi-tasking Resourceful and flexible, as required within a small research organisation
General ability	<ul style="list-style-type: none"> Willingness to travel where and when needed in the UK and EU 	<ul style="list-style-type: none"> Ability to work flexibly from either a home or office base, according to personal and organisational needs

Additional requirements	<ul style="list-style-type: none"> • Clean full driving licence • Willingness to work additional hours at peak times 	
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ACTIVITIES	GENERIC ROLE REQUIREMENTS
1 Communication	Disseminate conceptual and complex ideas to a wide variety of audiences using appropriate media and methods to promote understanding.
2 Teamwork and motivation	<p>Provide research leadership to those working within research areas by for example co-ordinating the work of others to ensure that research projects are delivered effectively and to time or organising the work of a team by agreeing objectives and work plans.</p> <p>Act as line manager of research teams.</p> <p>Lead teams within areas of responsibility.</p> <p>Ensure that teams within the organisation work together.</p> <p>Act to resolve conflicts within and between teams.</p>
3 Liaison and networking	<p>Lead and develop internal networks for example by chairing and participating in organisational committees.</p> <p>Lead and develop external networks for example with other active researchers and leading thinkers in the field.</p> <p>Develop links with external contacts such as other educational and research bodies, employers, professional bodies and other providers of funding and research initiatives to foster collaboration and generate income.</p>
4 Service delivery	<p>Actively seek research funding and secure it as far as it is reasonably possible.</p> <p>Ensure research projects are designed to meet funders' requirements.</p> <p>Contribute to the management of quality, audit and other external assessments</p>
5 Decision making	<p>Make decisions regarding the operational aspects of own research programme.</p> <p>Contribute to decisions which have an impact on other related programmes.</p> <p>Provide advice on issues such as ensuring the adequate balance of research projects, appointment of researchers and other performance matters.</p>
6 Planning and organising resources	<p>Contribute to the development of research strategies in the organisation.</p> <p>Responsible for the delivery of own research programmes.</p> <p>Contribute to the overall management of the organisation in areas such as budget management and business planning.</p> <p>Be involved in organisational level strategic planning and contribute to the organisation's strategic planning processes.</p> <p>Plan and deliver research, consultancy or similar programmes, ensuring that resources are available and required income levels are achieved.</p>
7 Initiative and problem solving	<p>Review and synthesise the outcomes of research studies.</p> <p>Resolve problems affecting the delivery of research projects within own area and in accordance with regulations.</p>

	Identify opportunities for strategic development of new projects or appropriate areas of activity and contributing to the development of such ideas.
8 Analysis and research	<p>Define research objectives and questions.</p> <p>Develop proposals for research projects which will make a significant impact by leading to an increase in knowledge and understanding and the discovery or development of new explanations, insights, concepts or processes.</p> <p>Act as principal investigator on major research projects.</p> <p>Generate new research approaches and identify, adapt, develop and use research methodologies and techniques appropriate to the type of research.</p> <p>Interpret findings obtained from research projects and develop new insights, expanding, refining and testing hypotheses and ideas.</p> <p>Contribute generally to the development of thought and practice in the field.</p>
9 Sensory and physical demands	<p>Sensory and physical demands will vary from relatively light to a high level depending on the discipline and the type of work</p> <p>Carry out tasks that require the learning of certain skills.</p>
10 Work environment	Depending on area of work (e.g. laboratories, workshops, field sites, studios may be expected to take responsibility for conducting risk assessments and reducing hazards.
11 Pastoral care and welfare	<p>Responsible for dealing with referred issues for researchers within own project areas.</p> <p>Provide first line support for colleagues, referring them to sources of further help if required.</p>
12 Team development	<p>Contributing to the development of teams and individuals through the appraisal system and providing advice on personal development.</p> <p>Act as a personal mentor to peers and colleagues.</p>
13 Knowledge transfer/ learning support	<p>Contribute to knowledge transfer programmes including leading relevant KT initiatives.</p> <p>Use a range of delivery techniques to enthuse and engage colleagues, students/interns and users of research results, including producers and policy makers.</p> <p>Support subject-specific training of staff</p> <p>Supervise the work of post graduate students and interns.</p>
14 Knowledge and experience	<p>Required to be a nationally recognised authority in the subject area.</p> <p>In-depth understanding of own specialism to enable the development of new knowledge and understanding within the field.</p>