

**THE ORGANIC RESEARCH CENTRE**

**JOB DESCRIPTION**

**G7 SENIOR RESEARCHER  
BUSINESS AND MARKETS**

<b>DATE</b>	<b>VERSION</b>	<b>NOTES</b>
26/01/22	0.1	Draft prepared by Head of Research
15/02/22	0.2	Comments by Deputy HoR, KE Manager
21/02/22	0.3	Final revisions

**REPORTING TO: HEAD OF RESEARCH**

**RESPONSIBLE FOR: RESEARCHER, BUSINESS AND MARKETS**

**JOB DESCRIPTION****SENIOR RESEARCHER – BUSINESS AND MARKETS****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 market opportunities for organic farming, the social and economic sustainability of the food system and understanding how socio-economic factors can influence uptake of organic and agro-ecological farming techniques. Our work considers the whole value chain and the interventions along it that can simultaneously derive environmental benefits on the land and health/wellbeing outcomes for the population. It encompasses primary research (e.g. analysis of producer and consumer attitudes and behaviour, levers of change and scenarios) and secondary research (literature reviews of the state of the evidence base).

**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 agriculture, agricultural economics and/or social sciences to help develop our research into an ambitious new phase. The post-holder will be at the forefront of a highly transdisciplinary and transformative research area, with principal duties being:

1. To contribute to the delivery of projects in the Business and Markets research theme and other research themes where socio-economic expertise is needed.
  - 1.1. To ensure current projects are of high scientific quality and are delivered on time and within budget.
  - 1.2. To undertake project management and implementation, including a new 3-year research programme into the potential to expand market opportunities for organic farming in the UK.
  - 1.3. To lead relevant tenders and projects under a new Defra Research and Development framework agreement in the areas of Supporting a Resilient and Secure Food System and Supporting a Sustainable and Healthy Agri-food Chain.
  - 1.4. To coordinate the next and future editions of the Organic Farm Management Handbook.
  - 1.5. To liaise with the Head of Research, Deputy Head of Research and Finance Team regarding the administration of research projects including their funding and internal resourcing.
  - 1.6. To advise the Head of Research on the resource requirements for your workstream.
2. To contribute to the development of ORC's research, particularly in relation to the Business and Markets research theme.
  - 2.1. To develop research proposals that build on and expand existing work or that initiate new areas of research.
  - 2.2. To 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.
  - 2.5. To contribute socio-economic expertise as needed to project proposals being developed by team members.
3. To support appropriate knowledge transfer and exchange activities.
  - 3.1. To prepare research outputs for publication in scientific journals, conference proceedings and technical press.
  - 3.2. To present the programme and its findings at scientific conferences, farmer events and meetings and other appropriate events.
  - 3.3. To initiate and organise events to disseminate information to key stakeholder groups.

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- 3.4. To identify, co-ordinate and prepare information of wider interest to our constituents for ORC bulletins/reports, website and social media.
    - 3.5. To support organisational-level fundraising and other activities as required.
  4. To manage and develop the staff within the team.
    - 4.1. To support the G6 Business and Markets Researcher, including through reviews and appraisals - to ensure that they develop to achieve their greatest potential within their role at ORC.
    - 4.2. To ensure that direct report(s) and colleagues are aware of their duties and responsibilities within current and future projects.
    - 4.3. 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 aware of, and familiar, with relevant research in other UK, European and international research institutions and develop one's own skills, knowledge and understanding.
  7. To attend Staff meetings or others as required by the Senior Management Team.
  8. To undertake training to be able to continue meeting the requirements of this role and develop your potential as a member of ORC staff.
  9. To 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****SENIOR RESEARCHER – BUSINESS AND MARKETS**

<b>Attribute</b>	<b>Essential</b>	<b>Desirable</b>
Qualifications	<ul style="list-style-type: none"> <li>BSc degree (at least 2:1) or equivalent research experience in agriculture, agricultural economics and/or social sciences (or related areas)</li> </ul>	MSc or PhD in one of these or related areas
Experience	<ul style="list-style-type: none"> <li>Working with agricultural producers and other stakeholders in at least one of: supply chain management, market data analysis, farm business management surveys</li> <li>Experience in qualitative and quantitative data collection, handling and analysis</li> <li>Research project management</li> <li>Track record of publishing articles in peer-reviewed journals</li> </ul>	<ul style="list-style-type: none"> <li>Successful research proposal development and bidding experience</li> <li>Participation in European partnership projects</li> <li>Research in the field of organic or other agro-ecological farming techniques.</li> <li>Team or line management</li> <li>Analysis of market data and farm-level production and financial data from a variety of statistical sources including producer surveys and control bodies</li> </ul>
Skills	<ul style="list-style-type: none"> <li>Excellent understanding of farming and food systems</li> <li>Good written and spoken communication skills used with a variety of audiences</li> <li>Ability to carry out research projects including conception, design, data collection, data analysis and reporting</li> <li>Good organisational skills</li> <li>Understanding of statistical methods and their application</li> <li>Computer literacy with Windows and MS office, including excellent knowledge of Excel</li> </ul>	<ul style="list-style-type: none"> <li>Development and implementation of survey tools with farmers</li> <li>Workshop organisation and facilitation</li> <li>Understanding and experience of R statistics package or statistical software</li> </ul>
Personal qualities	<ul style="list-style-type: none"> <li>Self-motivated.</li> <li>Independent and able to work alone as well as part of a team</li> <li>Enthusiastic and flexible</li> <li>Interest in organic farming, food systems, agroecology and the environment</li> </ul>	<ul style="list-style-type: none"> <li>Networking skills</li> <li>Ability to multi-task</li> <li>Resourceful and flexible, as required within a small research organisation</li> </ul>
General ability	<ul style="list-style-type: none"> <li>Willingness to travel where and when needed in the UK and EU</li> </ul>	<ul style="list-style-type: none"> <li>Ability to work flexibly from either a home or office base, according to personal and organisational needs</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>	
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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	Clarify the work responsibilities of team members to ensure effective deployment and achievement of research project objectives.
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	Significantly contribute to the production of research bids, aimed at meeting the funders' requirements.
5 Decision making	Decide on research programmes and methodologies, often in collaboration with colleagues and sometimes subject to the approval of the Team Leader on fundamental issues.
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> <p>Develop new concepts and ideas to extend intellectual understanding.</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	<p>Balance the pressures of research and administrative demands and competing deadlines.</p> <p>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.</p>
11 Pastoral care and welfare	<p>Show consideration to others and provide assistance to those in distress.</p> <p>Provide information and help to colleagues and students, referring them to other sources of assistance if required.</p>
12 Team development	<p>Mentor colleagues with less experience and advise on personal development.</p> <p>Coach and support colleagues in developing their research techniques.</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>Supervise postgraduate research students/interns.</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>
14 Knowledge and experience	<p>Extend, transform and apply knowledge acquired from scholarship to research and appropriate external activities.</p> <p>Possess sufficient breadth or depth of specialist knowledge in the discipline to contribute to the development of research programmes and methodologies.</p>