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| **Pig Unit Manager** |

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| **Reporting to:** | Farm Manager |
| **Working Hours:** | Full Time |
| **Salary:** | Up to £35,012 per annum (plus onsite rental accommodation and LGPS pension)  |
| **Job Code** | PC M1 |
| **Annual Leave:** | 26 electable days and 8 statutory days |

**Job Purpose**

The Pig Unit Manager will be responsible for the day to day management of the 120 sow indoor farrow to finish pig unit. At the time of writing the college is 4 months away from completing the build of a brand new 130 sow high welfare unit and this facility forms the future context of this role. This position requires line management of an assistant to ensure best practice is fully demonstrated whilst at the same time providing a strong teaching resource for learners. Strong budget management, animal health and welfare and attention to detail are essential to ensure the herd strategy is achieved and maximum performance is extracted from the investment in new resources.

**Duties and responsibilities of the job**

1. **Main Duties**

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| 1. Implement controls, protocols and a strategy for the farm’s Pig Unit enterprise to continually improve performance and achieve our aspiration to have KPI’s in the top 10% of comparable pig enterprises when benchmarked nationwide.
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| 1. In agreement with the Farm Manager, identify and maintain a suite of key performance indicators to enable timely and clear reporting. As part of this, ensure that relevant farm-related information is regularly updated in all formats.
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| 1. Line manage an experience assistant to ensure total buy in is achieved through clear leadership and empowerment.
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| 1. Have delegated control of a pre-agreed budget and remain accountable for this through clear reporting and commentary. Manage budgets to ensure maximum profitability and efficiency is achieved.
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| 1. Ensure the highest standards of pig health and welfare are in place to demonstrate best practice including mobility, fertility and nutrition.
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| 1. Identify and implement plans to improve herd performance in agreement with the Farm Manager.
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| 1. To maintain all relevant records in an inspection-ready format to ensure full legislative compliance including the Pig management software.
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| 1. Ensure adequate stock levels, security, maintenance and tidiness of the equipment, machinery and premises relating to the Pig herd. Ensure cleanliness and tidiness are of the highest standard.
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| 1. To adhere to the college values and professional standards of behaviour whilst setting the best example to students.
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| 1. Supervise and guide students on routine duties ensuring a differentiated approach is taken to students of different abilities. As part of this, assist with the preparation and delivery of practical classes and associated report writing.
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| 1. Maintain effective communication with staff and attend meetings when required.
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| 1. Adhere to the College's Safety Policy ensuring that appropriate standards are maintained. Take a proactive stance in the reporting of accidents, near-misses and follow up actions.
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| 1. Participate in farm development planning.
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| 1. Provide support to colleagues across the farm team and staff from other departments to ensure the smooth running of the College Estate.
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| 1. Participate in an annual appraisal of performance as laid down in the agreed guidelines.
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| 1. Undertake staff development appropriate to the needs of the College and that identified by the appraisal process.
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| 1. Undertake any other reasonable duties from time to time as requested by the Farm Manager or Senior Management.
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1. **Continuous Professional Development**

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| a. Participate in staff development activities to support Continuous Professional Development (CPD) and keep a Professional Development Portfolio (PDP) to evidence personal development and impact on practice. |
| b. Actively participate in the college performance management processes, including appraisals to support personal and professional development and enhance student experience. |

**Qualifications / Skills / Knowledge / Qualities**

At Plumpton College we are:

* Ambitious and Progressive
* Enterprising
* Professional
* Passionate about everything we do
* Supportive

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| **Essential criteria for the post** |
| Must have excellent pig husbandry skills and a proven track record of managing a farrow to finish pig unit. |
| Strong record keeping skills with high levels of attention to detail. Must be able to analyse data and utilise associated software programmes. |
| Must have strong people management skills.  |
| Clear verbal communication skills to enable the smooth running of the unit and support for students. |
| Must have strong budget management skills and demonstrate the ability to make sound financial decisions. |
| An ability to be self-managed and work alone from time to time. |
| High professional standards in work and behaviour and demonstrate best possible practice. |
| **Desirable criteria** |
| 3 years previous experience in a similar role |

**CONDITIONS OF EMPLOYMENT**

**Working Hours**

This is an all year round post with basic working hours are from 06.30hrs to 17.00hrs in a shift pattern of 12 days on and 2 off; ordinarily weekend duties cover basic routines only and flexibility will be required to meet the needs of the business. Outside of college term time there is flexibility regarding the work pattern within this role. There will be some evening and weekend working required to support department and whole college events where there will be a requirement to attend.

**Annual Leave**

The holiday year is from 1 September - 31 August each year. The annual leave entitlement for this role is 26 working days. Annual leave is bookable subject to business needs and should be planned and agreed with your Manager. Annual leave is booked on-line via our HR/Payroll system (Itrent). Time off in lieu would be granted for any public holidays worked.

**Continuous Professional Development (CPD)**

This post will be entitled to CPD for updating, personal and professional development. All CPD must be planned, agreed and booked with your Line Manager.

**Benefits**

The candidate appointed to the post will automatically become a member of the LGPS Scheme and pay contributions as determined by annual salary levels. The pension scheme includes life assurance cover, and the College will also pay a contribution towards your pension. Staff also have access to Employee Assistance Programme, on site gym, Cycle to Work Scheme and staff discounts.

**Equality and Diversity**

Plumpton College is committed to the promotion of equal opportunities and is dedicated to pursuing non-discriminatory policies and practices and eliminating unfair discrimination on any basis. This means that no job applicant will receive less favourable treatment than another on grounds of gender, marital status, age, racial origin, disability, sexual orientation or political or religious beliefs.

**Criminal Record Check via the Disclosure Procedure**

The Rehabilitation of Offenders Act 1974 gives individuals the right not to disclose details of certain old offences when asked about their criminal record as they may be defined as ‘spent’.  There are exemptions to this if the individual is offered a post which involves contact with children or regular work at an establishment exclusively or mainly for children.

The post you have applied for falls into this category and, therefore, requires a criminal background check.

If a job offer is made, you will be asked to apply for a DBS Disclosure Certificate. The Disclosure Certificate will contain details of current and “spent” convictions, cautions, reprimands or warnings held on the Police National Computer, excluding certain specified old and minor offences.

The DBS Disclosure will also indicate whether information is held on government faculty lists of those individuals who are barred from working with children or vulnerable adults (if applicable).

The post-holder cannot begin employment with the College until the DBS Disclosure Certificate is received and considered by the Principal