



Herds person	
Reporting to:	Farm Manager
Working Hours:	Full-Time
Salary:	£28,901 - £32,630 per annum plus onsite accommodation and excellent employment package
Annual Leave:	26 electable days and 8 statutory days

Job Purpose

The Herds person will be an important member of the three-person dairy team, playing a key role in the day-to-day management and continued development of the College's 250-cow Holstein dairy herd.

The herd is managed using a combination of robotic and conventional parlour milking systems, providing a unique opportunity to work with both modern automated milking technology and traditional dairy management. The successful candidate will support the operation, monitoring and optimisation of both systems, helping to maximise herd performance, milk quality, cow welfare and operational efficiency.

Working alongside the Farm Manager and Dairy Team, the Herds person will maintain the highest standards of animal husbandry, contribute to continuous improvement and support the College's commitment to sustainable food production and precision livestock farming.

As a working teaching farm, the successful candidate will regularly work alongside students, apprentices and visitors. They will therefore be expected to demonstrate the highest standards of professionalism, acting as a positive role model and helping students develop the practical skills, behaviours and attitudes expected within the modern dairy industry.

Contributing to the wider College Farm operation when required is an important part of the role.

Duties and responsibilities of the job

1. Main Duties

a. Support the implementation of the agreed strategy for the College Dairy Unit, contributing to continuous improvement, sustainable farming practices, and high standards of production.
b. Carry out daily husbandry tasks relevant to dairy cattle and youngstock, including milking, feeding, stock health tasks, record keeping, cattle movements, weighing, selection and monitoring performance.
c. Assist with maintaining appropriate stock levels, biosecurity standards, equipment, machinery, and premises associated with the Dairy Unit.
d. Maintain the highest standards of cow health and welfare, demonstrating best practice in areas including mobility, fertility, nutrition, and overall herd management.
e. Monitor robotic milking performance, identify alerts and exceptions, understand robot data and work with the dairy manager to maximise cow performance and robot efficiency.
f. Contribute to herd performance monitoring and improvement through accurate recording, observation and communication with colleagues.
g. Support the supervision of students during routine duties and assist with the preparation and delivery of practical classes, ensuring students gain a positive experience of modern dairy farming.
h. Maintain professional standards of behaviour and act as a positive role model for students, supporting good discipline and safe working practices at all times.
i. Carry out general farm duties across the wider College Farm when required.
j. Maintain effective communication with colleagues, attend meetings when required and contribute positively to the dairy team.
k. Adhere to the College Health and Safety Policy, ensuring safe working practices and appropriate standards are maintained.
l. Contribute to farm development planning and improvement projects.
m. Interaction and role modelling with students to ensure you display the highest levels of professional standards at all times.
i. Work collaboratively with farm staff and colleagues from other departments to support the smooth running of the College Estate.
n. Participate in annual appraisal processes and contribute to agreed personal and professional development objectives.
o. Undertake relevant staff development and training opportunities to support career progression and the needs of the College.
p. Undertake any other reasonable duties from time to time as requested by the Farm Manager, Principal, or Senior Management.

2. Continuous Professional Development

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.
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b. b. Actively participate in the college performance management processes, including appraisals to support personal and professional development and enhance student experience.
c. Take responsibility for developing skills and knowledge relevant to modern dairy farming, including sustainability, technology, herd management, and leadership development.

Qualifications / Skills / Knowledge / Qualities

At Plumpton College we are:

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

Essential criteria for the post
Previous experience with working on a dairy unit.
Excellent cattle husbandry skills and a proven track record of maintaining high welfare standards.
Competence in foot trimming.
Able to keep accurate records.
Experience working with cattle, including milking and feeding.
Ability to maintain accurate and reliable records.
Clear verbal communication skills to support the smooth running of the unit and effective engagement with students and colleagues.
Telehandler certificate.
Be AI (Artificial insemination) trained or willing to complete AI training course
Ability to work independently and manage their own workload when required.
High professional standards in both work and behaviour.
Desirable criteria for the post
Understanding of the Interherd recording system or a willingness to learn.
Competence operating a TMR feeder.
Previous teaching or instructing experience.
Experience of robotic milking processes.
Transport of livestock certificate (short journeys).

CONDITIONS OF EMPLOYMENT

Working Hours

Basic working hours are from 0500hrs to 1730hrs in a shift pattern of 11 days on and three off. Some flexibility will be required to meet the needs of the business. This is an all-year-round post. 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, 8 bank holidays and efficiency days as stipulated by the Senior Management Team. Annual leave is bookable subject to business needs and should be planned and agreed with your Manager. Annual leave sheets will be available from the start of the new holiday year (1 September).

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. There is also free car parking and a competitively priced dining room service.

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.

Date issued...

JD category

Agreed by

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.