

**WALFORD COLLEGE**

Job Description

**JOB TITLE: HERDSPERSON AND FARM TECHNICIAN**

**(Hourly Paid)**

**LINE MANAGER: Farm Manager**

**FACULTY: Land based Walford**

You will support and have shared responsibility for the care and welfare of livestock including sheep and dairy cows. You will carry out milking and you will need to operate farm machinery and carry out some field and arable work as required. You will assist with the smooth running of our Walford College Farm to provide a safe and enriched environment for students and support the development and performance of our commercial farm. You will use initiative and communicate efficiently.

Herefordshire, Ludlow and North Shropshire College Group is committed to safeguarding, equality and diversity and the Prevent Duty and you will be expected to work to promote the College’s Safeguarding policy and practice.

**MAIN DUTIES AND RESPONSIBILITIES:**

A flexible approach is required to the job as change may be necessary within the scope of the post.

1. **Walford Farm**
2. Day to day support of milking and livestock husbandry
3. Ensure animal welfare and husbandry is given the highest priority at all times taking advice from colleagues and/or veterinary surgeons as necessary.
4. Carry out livestock routines ensuring animals are fed, watered, cleaned and provided with the highest standard of care.
5. Support the team with milking and late night checks where necessary.
6. Handle and move animals safely.
7. Work with the farm manager and farm team to ensure the farm and the environment meets animal and legislative requirements, including hygiene and biosecurity.
8. Work with the farm manager and farm team to monitor the condition of animals and recognise and resolve any health problems.
9. Ensure equipment, farm buildings, machinery and the farm resources are maintained, safe, clean and meeting legislative requirements.
10. Ensure the farm and environment meets statutory requirements and sets above industry standards.
11. Ensure HSE guidelines and recommendations are supported.
12. Maintain records and inventories as necessary.
13. **General**
14. Participate in staff appraisals and undertake staff development as necessary.
15. Maintain the highest standards of health and safety ensuring all legislative and policies and best practice procedures are adhered to. Complete risk and COSHH assessments as necessary.
16. Maintain effective and professional working relations with all stakeholders.
17. Provide cover for absent colleagues as necessary.

**HEREFORDSHIRE, LUDLOW & NORTH SHROPSHIRE COLLEGE**

**SELECTION CRITERIA FOR HERDPERSON AND FARM WORKER**

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| --- | --- | --- | --- | --- | --- | --- |
| **KEY** | **SKILL/QUALITY** | **Essential** | **Desirable** | **METHOD OF ASSESSMENT** | | |
|  |  |  |  | **Application Form** | **Interview** | **Test** |
| **What educational and professional qualifications are required?** | GCSE grade E/ 2 or above in English and Maths |  |  |  |  |  |
| Level 2 or above farm related qualification or experience in the industry |  |  |  | 🗹 |  |
| Degree or above in an farm or related subject |  |  |
|  | All Terrain/ Forklift Certification  (Must be willing to undertake) |  |  |  |  |  |
|  | ATV  (must be willing to undertake) |  |  |  |  |  |
| **Does the job require specialist knowledge or skills?** | Working with livestock:  Handling/Restraint Skills  Husbandry routines (providing feed, water, bedding)  Milking dairy cows  Health checks |  |  |  | 🗹 | 🗹 |
| Administering medication |  |  |
| Operation of farm machinery including tractors |  |  |
| Operation of Forklift/ Front loader **(training provided**) |  |  |
| IT skills – Email, entering data |  |  |
| Knowledge of relevant Health & safety legislation (e.g. COSHH, RIDDOR and H&S at Work Act) |  |  |
| **What personal qualities are required?** | Enthusiasm  Initiative  Adaptability and flexibility  Inter-personal skills  Administrative skills  Team working skills  Communication skills  Organisational skills  Appreciation of ethical values  Empathy  Problem solving skills |  |  |  |  | 🗹 |
| **Other duties:** (opportunities to obtain qualifications can be provided) | Regular weekend working  Occasional evening working  Early or late milking on a rotation |  |  |  |  |  |
| First aider (willingness to be trained) |  |  |
| Access to travel to Walford |  |  |  |  |  |
| Willingness to continue CPD e.g. Forklift, Veterinary Med, ATV Tickets |  |  |  |  |  |