



*Instructions: Please complete in soft copy. Note, **all** sections are mandatory - unless specified otherwise. Further instruction on completing this form is specified in the body of the form in this font.*

College Management Unit:	UCD College of Science
School Unit:	UCD School of biomolecular and Biomedical science
Post Title & Subject Area (if relevant)	Farm research assistant
Post Duration:	14 month Contract
Grade:	Research assistant
Job Grading Reference N^o	
Reports to	Gavin Hunt / Kevin O'Connor
Competition Ref. N^o	<i>Completed by HR</i>
HR Administrator	<i>Completed by HR</i>

Position Summary:

Please describe the nature and purpose of the post (approx 100 – 150 words)

Applications are invited for the temporary full-time (15 months) post of farm research assistant for Farm Zero C based at Shinagh farm, West Cork and liaising with BiOrbic headquartered at UCD and Carbery headquartered at Ballineen, West Cork.

Farm Zero C is a Science Foundation Ireland (SFI) funded project under the Net Zero Emissions challenge and a flagship project of the BiOrbic Bioeconomy SFI research centre (<https://biorbic.com/farm-zero-c/>). **Farm Zero C is a collaboration between BiOrbic, Carbery and others to develop a climate neutral dairy farm at scale**". The project presents a holistic view of the farm to reduce greenhouse gas emissions and increase the health and resilience of the farm by looking at natural capital and biodiversity. Working on pioneering projects like this Carbery are looking to safeguard their farmer suppliers' future.

The appointee will perform research and implement practices at farm level aimed at reducing environmental impact of farm activities so that the farm can achieve net zero emissions and increase biodiversity

Candidates should hold a third level qualification in agriculture, or a related discipline, and will ideally have 2-3 years of experience working on a farm and performing research. The successful candidate will work in the following areas and is expected to have skills in a number of them

- Soil and grassland management and analysis
- animal nutrition studies
- rumen fermentation studies
- the measurement of enteric methane emissions and nitrogen excretion by ruminants
- habitat mapping

Additionally, the successful candidate will be expected to play a role in planning, coordinating and conducting day to day tasks involved in the farm Zero C project on Shinagh farm. This will include sample and data collection, and data analysis, trouble shooting, and effective communication with all team members.

BiOrbic is a Science Foundation Ireland Research Centre performing both blue skies and industry-focused research to build and support the development of Ireland's bioeconomy. It brings Ireland's leading researchers from across a range of disciplines including biotechnology, systems and synthetic biology, chemistry, chemical and bioprocess engineering, agri-food, agriculture, animal and human nutrition, marine and social sciences. The centre is a



collaboration between University College Dublin, Trinity College Dublin, Teagasc, National University of Ireland, Galway and University of Limerick and a variety of domestic and international industry partners, with Centre Operations located at UCD.

Salary: € 31,936- €33,427

Appointment will be made on scale and in accordance with the Department of Finance guidelines.

Principal Duties and Responsibilities:

Duties will be as laid down by Kevin O Connor or his nominee. As it is School policy to continuously update and improve its educational and research programmes, and to develop and implement new technologies in line with the needs of the University, it is essential that the appointee will be flexible in attitude.

The main duties will include:

Technical Skills:

- Taking soil samples on farm
- Animal nutrition studies
- Assisting Scientists with habitat mapping
- Animal emission studies
- Grass measuring
- Animal husbandry and observation
- Collation and interpretation of sensor derived data
- Championing continuous technical improvements, setting standards and engendering flexibility within the team
- Contribute to the maintenance and upkeep of equipment involved in research
- Keep up to date with technical developments and adapt to new developments/technologies

Management & Planning:

- Understand objectives and how they link to the overall project
- Prioritise and organize work to meet goals and targets of the project
- Assist with annual/forward planning activities

Interpersonal Skills:

- Collaborate with the project team on and off farm
- Convey information in a clear, concise and easily understood way
- Listen to and deal sensitively and patiently with others.
- Actively contribute to the work of the team, set a good example and accept responsibility for own decisions
- Respond to routine requests for assistance/experimentation on farm from team members

Innovation/Flexibility/Adaptability

- Proactively identify areas for innovation and develop practical suggestions for their implementation
- Value new ideas and input from others
- Adjust work schedules, tasks and priorities as appropriate

Selection Criteria:

Selection criteria outline the qualifications, skills, knowledge and/or experience that the successful candidate would need to demonstrate for successful discharge of the responsibilities of the post.

Applications will be assessed on the basis of how well candidates satisfy these criteria.

Mandatory:

- Third level qualification in agriculture or related area
- Strong organisation, communication and interpersonal skills
- Ability to work independently and under direction as well as an ability to work closely with others as part of a team environment
- Demonstrated ability to work accurately with attention to detail
- Display good written and verbal skills
- Knowledge of health and safety legislation as it pertains to field research
- Experience of supporting research activities
- Experience of working in a farm setting
- Excellent interpersonal skills and ability to interact effectively with all levels of staff
- Flexible approach to work, and willingness to assist with change in an evolving organisation
- A full Irish driving license

Desirable:

- Good technical skills in one or more relevant area
- Experience with GREENFEED systems and/or animal nutrition studies and/or feed intake recording equipment
- Passion for agriculture, ideally dairy farming
- Can do attitude
- An awareness of the regulations surrounding the use of animals in research as laid down by the Health Products Regulatory Authority

Further Information for Candidates:

Supplementary information

The University:	http://www.ucd.ie/aboutucd.htm
The College:	http://www.ucd.ie/science/
SFI:	www.sfi.ie

Equality, Inclusion and Diversity

EDI in UCD

UCD is committed to creating an inclusive environment where diversity is celebrated, and everyone is afforded equality of opportunity. To that end the university adheres to a range of equality, diversity and inclusion policies. We encourage applicants to consult those policies here <https://www.ucd.ie/equality/>. We welcome applications from everyone, including those who identify with any of the protected characteristics that are set out in our Equality, Diversity and Inclusion policy.



UCD has received its second **Athena SWAN Bronze institutional award** in recognition of the University’s work towards gender equality.

Schools will have the option of selecting UCD’s Athena SWAN institution level logo or their own School level logo. Unless otherwise specified, UCD’s Athena SWAN institution level logo will be inserted by HR.

University College Dublin is proud of its designation as an **Age-Friendly University** as part of the AFU Global Network. The principles of an Age-Friendly University are: To encourage the participation of older adults in all the core activities of the university, including educational and research programmes.

UCD was awarded **University of Sanctuary** status in 2018, (UoSI) is an Irish initiative to encourage and celebrate the good practice of universities, colleges and other education institutes welcoming refugees, asylum seekers and other migrants into their university communities and fostering a culture of welcome and inclusion for all those seeking sanctuary.

Relocation Expenses:

- Will not apply
- Will be applied in accordance with the [UCD Relocation Policy](#)

Garda Vetting required:

- NO**
- YES** – Garda Vetting will be conducted for the recommended candidate(s) as part of the selection process for the post in accordance with the [UCD Garda Vetting Policy](#)

Please send cover letter and CVto:

Name:	Gavin Hunt
Title:	Farm Zero C Project Manager
Email address:	Gavin.hunt@biorbic.com
Telephone:	

Particular to this position:

Please note this section is optional. Examples include, Details of set hours, peak periods, dress code or job-sharing conditions etc.

The main place of work for the successful candidate will be at Shinagh Farm West Cork.

Conditions specific to this post (if any):

- ...
- ...

Eligibility to compete and certain restrictions on eligibility

<p>Incentivised Scheme for Early Retirement (ISER):</p>	<p>It is a condition of the Incentivized Scheme for Early Retirement (ISER) as set out in Department of Finance Circular 12/09 that retirees, under that Scheme, are debarred from applying for another position in the same employment or the same sector. Therefore, such retirees may not apply for this position</p>
<p>Department of Health and Children Circular (7/2010):</p>	<p>The Department of Health Circular 7/2010 dated 1 November 2010 introduced a Targeted Voluntary Early Retirement (VER) Scheme and Voluntary Redundancy Schemes (VRS). It is a condition of the VER scheme that persons availing of the scheme will not be eligible for re-employment in the public health sector or in the wider public service or in a body wholly or mainly funded from public moneys. The same prohibition on re-employment applies under the VRS, except that the prohibition is for a period of 7 years, after which time any re-employment will require the approval of the Minister for Public Expenditure and Reform. People who availed of either of these schemes are not eligible to complete in this competition.</p>
<p>Collective Agreement - Redundancy Payments to Public Servants:</p>	<p>The Department of Public Expenditure and Reform letter dated 28th June 2012 to Personnel Officers introduced, with effect from 1st June 2012, a Collective Agreement which had been reached between the Department of Public Expenditure and Reform and the Public Services Committee of the ICTU in relation to ex-gratia Redundancy Payments to Public Servants. It is a condition of the Collective Agreement that persons availing of the agreement will not be eligible for re-employment in the public service by any public service body (as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011) for a period of 2 years from termination of the employment. Thereafter the consent of the Minister for Public Expenditure and Reform will be required prior to re-employment. People who availed of this scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility) and the Minister’s consent will have to be secured prior to employment by any public service body.</p>

<p>Declaration:</p>	<p>Applicants will be required to a Pre-Employment Declaration to confirm whether they have previously availed of a public service scheme of incentivised early retirement and/or the collective agreement outlined above. The above represents the main schemes and agreements restricting a candidate’s right to be re-employed in the public service. However it is not intended to be an exhaustive list and candidates should declare details of any other exit mechanism they have availed of which restricts their right to be re-employed in the public service. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Public Service employment and/or where they have received a payment-in-lieu in respect of service in any Public Service employment.</p>
<p>Superannuation and Retirement:</p>	<p>The successful candidate will be offered the appropriate superannuation terms and conditions as prevailing in the University, at the time of being offered an appointment. In general, and except for candidates who have worked in a pensionable (non-single scheme terms) public service job in the 26 weeks prior to appointment (see paragraph d below), this means being offered appointment based on membership of the Single Public Service Pension Scheme (“Single Scheme”).</p> <p>Key provisions attaching to membership of the Single Scheme are as follows:</p>
<p>a. Pensionable Age - The minimum age at which pension is payable is 66 (rising to 67 and 68) in line with State Pension age changes.</p> <p>b. Retirement Age - Scheme members must retire at the age of 70.</p> <p>c. Pension Abatement:</p> <ul style="list-style-type: none"> • If the appointee was previously employed in the Civil Service or in the Public Service please note that the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 includes a provision which extends abatement of pension for all Civil and Public Servants who are re-employed where a Public Service pension is in payment. This provision to apply abatement across the wider public service came into effect on 1 November 2012. This may have pension implications for any person appointed to this position who is currently in receipt of a Civil or Public Service pension or has a preserved Civil or Public Service pension which will come into payment during his/her employment in this position. • Department of Education and Skills Early Retirement Scheme for Teachers Circular 102/2007 <p>The Department of Education and Skills introduced an Early Retirement Scheme for Teachers. It is a condition of the Early Retirement Scheme that with the exception of the situations set out in paragraphs 10.2 and 10.3 of the relevant circular documentation, and with those exceptions only, if a teacher accepts early retirement under Strands 1, 2 or 3 of this scheme and is subsequently employed in any capacity in any area of the public sector, payment of pension to that person under the scheme will immediately cease. Pension payments will, however, be resumed on the ceasing of such employment or on the person’s 60th birthday, whichever is the later, but on resumption, the pension will be based on the person’s actual reckonable service as a teacher (i.e. the added years previously granted will not be taken into account in the calculation of the pension payment).</p> • Ill-Health-Retirement <p>Please note that where an individual has retired from a Civil/Public Service body on the grounds of ill-health his/her pension from that employment may be subject to review in accordance with the rules of ill-health retirement within the pension scheme of that employment.</p> <p>d. Prior Public Servant - While the default pension terms, as set out in the preceding paragraphs, consist of Single Scheme membership, this may not apply to certain appointees. Full details of the conditions governing whether or</p>	

not a public servant is a Single Scheme member are given in the Public Service Pensions (Single Scheme and other Provisions) Act 2012. However the key exception case (in the context of this competition and generally) is that a successful candidate who has worked in a pensionable (non-single scheme terms) capacity in the public service within 26 weeks of taking up appointment, would in general not become a member of the Single Scheme. In this case such a candidate would instead be offered membership of the UCD Pension Scheme. This would mean that the abatement provisions at (c) above would apply, and in addition there are implications in respect of pension accrual as outlined below:

e. Pension Accrual - A 40-year limit on total service that can be counted towards pension where a person has been a member of more than one existing public service pension scheme would apply. This 40-year limit, which is provided for in the Public Service Pensions (Single Scheme and other Provisions) Act 2012 came into effect on 28 July 2012. This may have implications for any appointee who has acquired pension rights in a previous public service employment.

f. Pension-Related Deduction - This appointment is subject to the pension-related deduction in accordance with the Financial Emergency Measure in the Public Interest Act 2009.

For further information in relation to the Single Public Service Pension Scheme for Public Servants please see the following website: <http://www.per.gov.ie/pensions>.