



FURTHER PARTICULARS OF ROLE

POSTDOCTORAL RESEARCHER ON THE AGRI-ENVIRONMENTAL BEHAVIOURS OF FARMERS

Edinburgh

Ref: R/LEES/029/18

ABOUT SRUC

SRUC – A Higher Education Institute for the Rural Sector

SRUC (Scotland's Rural College) is a widely respected higher education institute dedicated to producing specialist research, delivering high quality education and providing comprehensive consultancy services in the rural sector within the UK and beyond. An organisation unique in Scotland and one of the largest organisations of its kind in Europe; we aim to lead the way in innovation and sustainable development in the agriculture and rural sectors at local, national and international levels.

A cornerstone of SRUC is our internationally respected research, which seeks to address the major challenges of growing global demand for food, climate change and dwindling natural resources. Drawing on this foundation of cutting edge research, much of SRUC's emphasis is on knowledge transfer and exchange.

A large part of the business is devoted to the education of over 8000 students, and by combining high quality relevant courses and excellence in teaching and support we are able to offer our students the opportunity to progress in their studies from access level right up to PhD.

Working closely with both education and research SAC Consulting is a division of SRUC which delivers leading edge advice and consultancy to over 12,000 clients in Scotland and the North of England. Our consultancy services for farm and rural business include diversification, crops, livestock, business management, food and drink and veterinary services.

We have approximately 1400 members of staff working in over 50 locations across Scotland, and the organisation's annual turnover is around £78m.

Our Ambitions

- Develop within SRUC academic resources which have national impact and global influence.
- Become a global leader in land-based research and consultancy services.
- Operate as a sustainable, well-resourced organisation with exemplary environmental credentials and real ownership amongst students, staff and stakeholders.
- Build on our assets and reputation.



SRUC RESEARCH DIVISION

The vision for SRUC Research is to be a lead institution, nationally and internationally, conducting applied research **to enhance the rural economy and environment**. SRUC is distinct from many other organisations in the close integration of its three functions. Consultancy services and knowledge transfer and exchange (KTE) underpinned by rigorous Research and Development (R&D) is at the centre of our business.

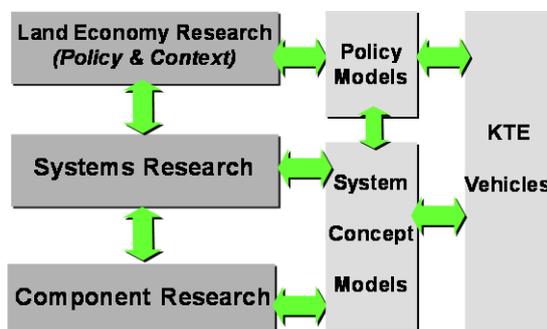
The evolution of national, EU and World trade policies and their impacts on agriculture, the land-based sector and the development of rural policy is a strong driving force for the kinds of research endeavours in which we are involved. It is becoming increasingly important that we are capable of addressing issues, through research, that arise out of policies at these various levels, but also that we play a significant role in considering potential future scenarios that are likely to impinge on the future developments of policy. There is therefore a growing emphasis on horizon scanning as part of the process through which SRUC develops its activities to be consistent, not only with current needs, but also to help anticipate future ones.

Our research is organised in four research areas:

- Land Economy, Environment and Society
- Crop and Soil Systems
- Animal and Veterinary Science
- Future Farming Systems

Many applied problems facing end-users are multi-dimensional. Research to find solutions to such issues needs to take multi- and inter-disciplinary approaches. The SRUC Research programme is being developed progressively to build multi- and inter-disciplinary approaches to research as the core of the programme, strengthening systems research and modelling, with the Land Economy research area informing research prioritisation through its analysis of policy and context. Total research income is about £12m per annum in SRUC Research and there are about 230 staff, of which 100 are Project Scientists.

The conceptual structure of our research programme and the way it links to knowledge transfer services can be pictured as follows:



The real measure of success in our research programme is not simply knowledge generation and publication in learned journals, although that is as important to us as to any other modern research institution. Rather we plan to see the outcomes of our research developed and ideas exchanged with end-users and beneficiaries as effectively as possible, combining the strengths of our researchers, teachers and trainers and consultants to do this.

LAND ECONOMY, ENVIRONMENT AND SOCIETY RESEARCH GROUP

The Land Economy, Environment and Society Research Group (LEES) sits within SRUC Research. There are four teams within LEES:

- Food Marketing
- Policy, Innovation & Behaviours
- Sustainable Rural Systems
- Sustainable Ecosystems

In addition to these teams sits the Rural Policy Centre which operates as a cross divisional centre interacting with staff from all four LEES teams as well as staff within SAC Consulting, SRUC Education and the other three Research groups.

LEES has an annual turnover of approximately £2m with about 25 social, economic and environmental economic scientists. LEES has a dual role.

- To conduct research both within and across scientific disciplines that is internationally recognised and of international quality, and
- To provide an horizon scanning and context setting function for the rest of SRUC Research (and SRUC as a whole).

ROLE REQUIREMENTS AND RESPONSIBILITIES

The agricultural economist will join an exciting 4-year H2020 project funded by the European Commission. The agricultural economist will join the Policy, Innovation and Behaviours team consisting of behavioural and agricultural economists focused on the quantitative assessment of behaviours within farming systems and the consequences for policy.

The post will focus on the application of econometric and statistical modelling techniques to analyse the wide range of exogenous and endogenous drivers that can facilitate or hinder the adoption of ecological approaches, through the examination of the regional divergence of adoption of ecological farming approaches and the identification of the effect of market based, value chain, consumption and social incentives. Other aspects of the analysis focus on the assessment of the transition to and triggers for change towards ecological approaches which may lead to environmental and social benefits, and development of an 'adoption-tool' which predicts uptake of ecological approaches. The analysis will be based on large-scale surveys data collection.

The post-doctoral researcher will be supervised by Dr Luiza Toma and Pr. Andrew Barnes at SRUC but will engage and work with economists, ecologists and sociologists from a number of universities and research institutes in Europe.

Responsibilities

- Work with a multi-disciplinary team of economists, sociologists, and ecologists to elicit data and knowledge
- Application of econometric and statistical behavioural modelling techniques, such a structural equation models and latent class analysis, to survey data on farmers uptake of ecological approaches
- Construct research ideas related to these datasets for analysis and publication in peer-reviewed journals
- Support reporting requirements with the lead researchers.

Required Skills

- A PhD award or near completion of PhD in an agricultural economics subject or subject strongly related to agricultural economic issues
- A Bachelor's or graduate degree in one of the following quantitative subjects: Economics, Psychology, Sociology or a related quantitative degree with a strong social scientific analysis
- Evidence of writing peer reviewed articles and presentation at conferences
- Ability to write for a number of audiences, including scientific and policy stakeholders
- Expertise in econometric and statistical data analysis

- Experience with data collection through constructing of surveys and design of workshops
- Experience in at least one statistical programming language (R and STATA)
- Ability to work with multi-disciplinary teams
- Understanding of and experience with data management

The agricultural economist will work closely with Dr Luiza Toma across all activities. He/she joins a core team of staff dedicated to providing independent, impartial and high quality information and analysis to a range of stakeholders through a variety of activities. As the activities of the post holder will be focused on data management and analysis, excellent organisational and analytical skills are essential.

QUALIFICATIONS

The successful applicant will be expected to be educated to PhD level in a relevant field. Applicants must have a demonstrable ability to gather information efficiently, analysis of these data within established theoretical frameworks and interpretation and presentation of results to a range of audiences. He/she will have excellent written and oral communication skills, demonstrable research management experience, and be literate in analytical software (either R or STATA).

PERSON SPECIFICATION

Competencies	Essential	Desirable
Education/ Qualifications	<ul style="list-style-type: none"> • PhD (completed/close to completion) in agricultural economics or a related topic with a strong quantitative element 	
Skills/Abilities	<ul style="list-style-type: none"> • Ability to gather information efficiently and present it to a range of audiences • Ability to construct econometric/statistical models of behaviours using multivariate analysis approaches and latent variable modelling • Experience with statistical/econometric programming software • Excellent organisational and data management skills 	<ul style="list-style-type: none"> • Experience of statistical analysis within the land use, agricultural or food related sector • Experience of working as part of a multidisciplinary team and individually
Experience	<ul style="list-style-type: none"> • Research experience in a relevant field 	<ul style="list-style-type: none"> • Producing outputs for academic and policy audiences
Knowledge	<ul style="list-style-type: none"> • Good understanding of main behavioural theoretical frameworks 	<ul style="list-style-type: none"> • Application of behavioural theoretical frameworks in empirical research

ENVIRONMENTAL RESPONSIBILITIES

SRUC expects the post-holder to carry out their job responsibilities in an environmentally aware manner, ensuring as little damage to the environment as possible. Our aim is to ensure all resources are utilised effectively and efficiently.

BRIEF STATEMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

EMPLOYER (Head Office)

SRUC, King's Buildings, West Mains Road, Edinburgh EH9 3JG.

GRADE AND SALARY

The appointment will be made on the Grade 4 scale: £29,927 - £35,124 per annum.

Any cost of living increases are normally awarded on 1st August each year.

CONTRACT TYPE

Fixed Term – until 31st May 2022

LOCATION

SRUC Edinburgh Campus

HOURS OF WORK

SRUC has a normal working week of five days (Monday to Friday) of 37 hours (excluding lunch breaks). The hours of work will be an average 7.4 hours per day but these can be flexible with negotiation on offer of the position.

Staff may be expected to attend occasional evening and weekend meetings/events.

PROBATION

All appointments are subject to a probationary period of 9 months after the start date to formally assess suitability for the post and to assess training needs. Regular meetings will be held during the probationary period to discuss and evaluate progress during this period.

BENEFITS

ANNUAL LEAVE

Initially annual leave is 25 working days per annum (rising to 26 working days each year after 2 years service, 28 working days each year after 5 years service and 30 working days each year after 7 years service).

Holiday entitlement for part-time staff is worked on a pro rata basis of the full-time entitlement. Where staff work irregular hours, their holiday entitlement will be calculated on an hourly basis.

PENSION

All employees may choose to become a member of the Group Personal Pension Scheme. Employee contribution is a minimum of 5% of salary and employer contribution is set at 10%. Contributions are paid through salary sacrifice which attracts income tax and NI savings for employees.

CYCLE TO WORK

SRUC can provide you with a new bicycle and the appropriate cycling safety equipment through a salary sacrifice scheme, providing the main use of the bike is for commuting to work. You will incur no tax and National Insurance on the benefit.

RAC MEMBERSHIP

All employees are eligible to join the RAC's discounted Membership Scheme which offers significant savings on normal subscription rates. Members can have more than one car covered. The number of call-outs is unlimited, although RAC reserves the right to review memberships and refuse renewals of memberships.

CAR LEASING SCHEME

SRUC may provide a vehicle for employees who travel in excess of 3500 miles per annum in pursuit of their normal SRUC duties. SRUC's contribution will be equivalent of the relevant lease cost of a basic Vauxhall Astra/Corsa dependent on agreed lease mileage.

MOBILE PHONES

SRUC may provide a mobile phone to employees required to travel in the course of their duties.

FAMILY/LIFESTYLE FRIENDLY

SRUC is committed to assisting employees in achieving a work/life balance and has several supporting family/lifestyle friendly policies to reflect this. A brief outline of what is available to all employees is as detailed below:

Maternity pay and leave	6 months full pay + 3 months statutory maternity pay (after qualifying period)
Adoption pay and leave	6 months full pay + 3 months statutory adoption pay (after qualifying period).
Paternity pay and leave	2 weeks full pay for all fathers (after qualifying period).
Parental leave	Up to 13 weeks unpaid leave to a maximum of 4 weeks per year (pro rata for part-time staff) to spend with children under the age of 6, or in the case of disabled children until the age of 18.
Flexible working	SRUC is willing to consider requests for flexible working arrangements, such as part time and home working, for all groups of staff (regardless of their family situations), where such requests are consistent with operational needs.
Childcare vouchers	The scheme allows all parents or carers to receive a proportion of their salary in childcare vouchers, which are exempt from tax and National Insurance. The vouchers are redeemable in whole or part for childcare services used can be used in a variety of places including nursery, after school clubs and holiday play schemes.
Give as You Earn	Employees can make donations to a chosen charity directly from pay, up to an annual limit and receive tax relief.

CULTURAL AND RELIGIOUS NEEDS

We respect the cultural and religious lives of our staff. If you need time away from work, or special facilities, and can give plenty of notice for arrangements to be made, this will always be considered.

STAFF DEVELOPMENT

SRUC is committed to providing the development and training necessary to ensure that all employees have the knowledge and skills required to fulfil their job roles effectively.

Staff development is of major importance to SRUC and accordingly, we try to provide every opportunity for future career development. This includes thorough induction into the organisation and regular reviews of learning and development needs.

SPONSORED EDUCATION

As a learning organisation, SRUC is committed to investing in its employees and accordingly may fund courses that will lead to an externally recognised qualification such as an HNC, HND or equivalent, undergraduate/postgraduate degree qualification, where such a qualification will demonstrate benefits to both the organisation and the individual.

ADDITIONAL

EXPENSES

No assistance can be given towards expenses incurred in taking up appointment.

Assistance may be given towards travel expenses for interview by prior arrangement with the Recruitment Manager only.

TRAVELLING AND SUBSISTENCE

Travelling and subsistence expenses incurred in connection with the duties of the post will be paid according to the reimbursement rates in effect.

DRIVING LICENCE

If a driving is an essential or a major part of your job role in SRUC, you must have a full current driving licence at all times. If the post requires you to drive a minibus then a D1 category will be required on your driving licence.

NO SMOKING POLICY

SRUC operates a 'No Smoking' policy.

EQUAL OPPORTUNITIES

EQUAL OPPORTUNITIES POLICY STATEMENT

It is the policy of SRUC to provide equality of opportunity for all applicants for employment and for all its employees.

This policy of equal opportunity will apply regardless of a person's gender, age, marital status, parental status, race, colour, nationality, ethnic origin, religious beliefs, HIV status, sexual orientation, gender identity, gender reassignment, transexualism or physical or mental disability, or any other inappropriate distinction.

SRUC is committed to the development and use of employment procedures and practices, which do not discriminate and which will provide genuine equality of opportunity for all employees.

DISABILITY POLICY STATEMENT

SRUC is committed to a positive and pro-active approach to people who have a disability/learning difficulty (e.g. a physical disability, sensory impairment, medical condition, learning difficulty or mental health condition). SRUC would seek to enable employees with any such disability/learning difficulty successfully to pursue their work in equality with all other employees, through recognition of the additional support they may need to achieve this.

SRUC is committed to the Double Tick Disability Process and guarantees an interview to people with disabilities who meet the essential criteria for a job vacancy. Human Resources will monitor compliance with this commitment.

Please inform Human Resources if any adjustments or support are required for interview, or whether any adjustments or adaptations may help you overcome operational difficulties presented by the job.

Although disabled applicants are not obliged to inform employers of their disability they will still be covered by the Equality Act 2010 once their disability becomes known.

STANDARD PRE-EMPLOYMENT CHECKS

When recruiting new staff we are required to ensure that the character and background of applicants are thoroughly assessed to maintain and implement an effective risk assessment and recruitment policy. We therefore take the following steps to vet any applicant:

1. REFERENCES

As part of the selection process references (employment and/or character) will be obtained on all potential new employees **prior to the commencement of employment.**

If you have previously been employed, your referees should be people who have direct experience of your work through working closely with you for a considerable period, and at least one of them should be your formal line manager in your most recent job. Otherwise they

may be people who know you from recent college, school, or voluntary experience. It is helpful if you can tell us briefly how each referee knows you (e.g. 'line manager', 'work colleague', 'college tutor'). Your referees should not be related to you.

Your referees will be asked to comment on your suitability for the post and to provide details of the dates of your employment; your attendance during the last 12 months; and of any disciplinary processes which are still considered 'live'.

We will assume that we may approach them at any stage unless you tell us otherwise. If you wish us to ask for your permission before approaching a particular referee, or to contact them only under certain circumstances (for example, if you are called to interview) *you must state this explicitly alongside the details of the relevant referee(s)*.

We have the right to withdraw a conditional offer of employment if the references are unsatisfactory, or if we are unable to obtain a reference without good reason within a reasonable time period.

2. MEDICAL

As part of SRUC's employment process, we ask all successful candidates to complete a pre-employment medical questionnaire. The pre-employment medical questionnaire will be issued to the successful candidate at the offer stage. Please note that any offer of employment is conditional upon the completion of satisfactory completed pre-employment medical questionnaire.

The purpose of the pre-employment medical questionnaire is to ensure we fulfil our responsibilities under the Health and Safety at Work Act 1974 and ensure that the proposed employment does not present any risks from a medical point of view.

3. DISCLOSURE SCOTLAND

The successful applicant for this post will be subject to a Disclosure Scotland Report as to the existence and content of any criminal record (known as disclosure) and any offer of employment will be subject to SRUC being satisfied with the outcome of the disclosure check.

SRUC may, following the check, terminate the contract with immediate effect if not satisfied with the suitability of the successful applicant for employment by reason of criminal record or antecedents. SRUC reserves the right to determine this issue at its sole discretion.

Type of Disclosure Check Required:

Relevant applicants whose post has been designated as working with children and/or vulnerable adults will be 'Enhanced Disclosed'. All other posts will be 'Basic Disclosed'.

Payment for Disclosure Check:

The relevant payment for Disclosure will be made by SRUC.

Application forms for Disclosure will be sent with the offer letter to the successful applicant. The form should then be completed in full and returned to Human Resources – we will then complete the necessary parts required by SRUC (including the payment details) for submission to Disclosure Scotland for processing.

Further information regarding disclosures and the Code of Practice and Explanatory Guide can be obtained from Disclosure Scotland's website at www.disclosurescotland.co.uk

APPLICATIONS

Applications from disabled applicants:

SRUC believes in equality of opportunity and freedom from discrimination for all its current and potential employees and strives to be a leader in the provision of this basic right and has accordingly made a commitment to improve employment opportunities for people with disabilities.

SRUC is an accredited member of the Department for Work and Pensions two ticks symbol 'Positive About Disabled People' in recognition of our commitment to meet the essential five criteria regarding the employment, retention, training and career development of disabled employees. This means that SRUC has undertaken to guarantee an interview to all applicants with a disability who meet the essential requirements of the job as contained in the person specification and will take all reasonable steps to meet any special requirements individuals invited to interview may have.

Please let Human Resources know if any adjustments or support are required for interview, or whether any adjustments or adaptations may help you overcome operational difficulties presented by the job.

Applications from Non-EU Nationals:

The Immigration, Asylum and Nationality Act 2006 makes it a criminal offence for employers to employ someone who is not entitled to work in the UK. We therefore ask applicants to provide proof of their right to work in the UK before employment can commence.

For academic and research vacancies, or posts that require very specialist skills we can apply for a work permit (although there is no guarantee that this will be granted) if there are no suitable EU candidates available to appoint. Applicants who would need a work visa if appointed to the post are asked to note that under the UK's new points-based migration system they will need to demonstrate that they have sufficient points, and in particular that:

- (i) they have sufficient English language skills (evidenced by having passed a test in basic English, or coming from a majority English-speaking country, or having taken a degree taught in English)
- and
- (ii) that they have sufficient funds to maintain themselves and any dependants until they receive their first salary payment.

In the case of all other posts it is highly unlikely that a work permit would be granted, therefore if you are not currently eligible to work in the UK it is unlikely that we would be able to consider you for those posts.

Please refer to the Home Office website if you require further information on their work permit procedure/requirements at <http://www.ukba.homeoffice.gov.uk/workingintheuk/> or telephone 0114 207 4074 (the general enquiries line is open from 09.00 to 17.00, Monday to Friday, excluding public holidays.)

Completing the application form:

Your application will be judged solely on the basis of how your skills and experience match the requirements of the post, which are detailed in these further particulars. We are happy to consider transferable skills or experience which you may have gained outside the context of paid employment or education.

On-line Applications:

You can apply online at <http://www.sruc.ac.uk/jobs>.

In order to apply on-line you will need to register your details/create an account to be able to access the current vacancies and submit an electronic application.

We would recommend that electronic applications are sent at least 24 hours in advance of the deadline, to ensure there are no technical difficulties.

All Applications:

Reference **R/LEES/029/18** should be quoted in all communications.

Closing Date:

The closing date for all applications is **Sunday 22nd April 2018**.

Please note that applications received after the closing date will not normally be accepted.

How will the information on the forms be used?

The information collected on the equal opportunities monitoring form does **not** form part of the selection process and will not be circulated to the selection panel. It will be used solely to monitor the effectiveness of SRUC's equal opportunities policy.

Your application form will be circulated to the selection panel. They will use this information to assess your suitability for the post against the selection criteria. If appointed, your application will be retained on your confidential personnel file. If you are unsuccessful, your application will be retained for six months and then disposed of securely.

At all times the information will be held securely in accordance with the terms of the Data Protection Act 1998.

INTERVIEWS

Interviews:

Interviews will be held in Edinburgh in April-May 2018.

Candidates selected for interview will be informed in writing of interview schedule and location.

Additional Interview Requirements:

You will be asked at a later stage whether you need us to make any adjustments for the interview.

If you wish to discuss any concerns about the application process and scheduling in this respect, please contact Human Resources on 0131 535 4414.

Candidates who are invited for interview will be required to provide proof of their eligibility to work in the UK by producing verifiable documents. Details of the required documents will be sent to those candidates who are invited for interview and the relevant original documents must be brought along to the interview for checking and copying.

DISCLAIMER

These particulars are issued by Human Resources, SRUC, Edinburgh. They are intended to represent a description of the duties at the time of writing, although this accuracy cannot be guaranteed. SRUC reserves the right to vary these particulars or make no appointment at all. Neither in part nor in whole do these particulars form any contract between SRUC and any individual.

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