

JOB DESCRIPTION

Vacancy reference:	SRF43445
Post Title:	Calf Rearer
Grade:	Farm Grade
School/Department:	Reading University Farms, School of Agriculture Policy and Development
Reports to:	Field Foreman
Responsible For:	Rearing all calves and youngstock reared at CEDAR

Purpose

The main farming enterprise is the 550 high yielding dairy herd at CEDAR, the majority of the calves born on the farm (both Holstein heifers, and Angus) are kept and reared either at CEDAR, or at our other satellite farm located approximately 8 miles away at Sonning. Currently Sonning farm rears all the heifer replacements from 3 weeks of age. The ultimate aim is to rear all milk calves at CEDAR with heifer replacements moving to Sonning after weaning.

The Calf Rearer's main responsibility is tending to the husbandry and welfare of the calves and youngstock kept at CEDAR, adhering to all Milk buyer and Farm assurance codes of practices.

Occasionally groups of calves are enrolled onto research projects and housed in the Meat and Growth Research Unit. Research Technicians will be responsible for these animals but the Calf Rearer may be asked to assist, or give husbandry advice on these calves.

During the summer, groups of youngstock (predominantly in-calf heifers and beef) graze the flood meadows at CEDAR. Along with the Ranger the Calf Rearer will be responsible for tending to these animals.

Main duties and responsibilities

- To ensure all activities related to the rearing and welfare of young stock and beef animals, are carried out to the highest standard: This includes Feeding, Bedding, Mucking out, Vaccinating, Bolusing, Disbudding, Worming and Grazing Management.
- To provide a high level of stockmanship, with a large emphasis on animal welfare. To actively identify sick and lame animals and ensure their prompt treatment.
- Keep accurate records, such as: medicine usage and stocks and animal weights.
- To do routine elementary maintenance/servicing of fencing and machinery. All breakages and major maintenance requirements to be promptly reported, so that they can be put right by others in a timely manner.
- Ensuring that feed, medicines, and everyday miscellaneous goods are ordered in a timely manner
- To work, at all times, in a manner that is compliant with all legislation, and Codes of Good Practice, (such as Health and Safety Legislation, Dairy Regulations, Cross Compliance and Farm Assurance), and to ensure that all farm based activities are safely carried out.
- The University Farms have a very high profile. It is the duty of all the staff that work at the farm to maintain its appearance, by working in a tidy orderly manner.
- From time to time the Calf Rearer will be asked to help with other aspects of Farm work, such as, fencing, care of grassland, tending to the small Pirbright herd of cattle (rolling, harrowing, topping), and assisting with the harvest (haymaking, and bale carting).

Supervision received

The Calf Rearer will be Supervised by the Field Foreman.

Supervision given

None.

Contact

The Calf Rearer will also work alongside the Records Secretary, Ranger, and occasionally the Farms Manager, and Estate maintenance. There will also be a dialogue with the dairy team led by the Herd Manager.

Terms and conditions

The Calf Rearer is expected to work every other weekend and may have to do the occasional evening checks. The post holder will work the hours necessary to discharge the needs of the post effectively.

This is a salaried position and the post holder is not eligible for overtime. Due to the need to be on call to deal with any animal welfare and husbandry issues the incumbent is required to live on site in accommodation provided by the University.

This document outlines the duties required for the time being of the post to indicate the level of responsibility. It is not a comprehensive or exhaustive list and the line manager may vary duties from time to time which do not change the general character of the job or the level of responsibility entailed.

Date assessed: James Lamburn, Farms Manager, December 2022

PERSON SPECIFICATION

Job Title	School/Department
Calf Rearer	Reading University Farms, School of Agriculture Policy and Development

Criteria	Essential	Desirable
Skills Required	<ul style="list-style-type: none"> • Demonstrate good level of stockmanship • Ability to maintain accurate records • Be able to effectively organise their working day, with limited supervision • Have the ability to correctly use their initiative • Good communication skills • Ability to understand and carry out oral and written instructions 	
Attainment	<ul style="list-style-type: none"> • Some form of Agricultural qualification. NVQ level 3 or higher • numerate 	<ul style="list-style-type: none"> • Telehandler certification
Knowledge	<ul style="list-style-type: none"> • Animal welfare, and growing cattle best husbandry practices. • Up-to-date targets and practices • Good knowledge of the main cattle diseases, their prevention, and treatment 	<ul style="list-style-type: none"> • Elementary knowledge of machinery maintenance
Relevant Experience	<ul style="list-style-type: none"> • Experience of rearing young stock 	<ul style="list-style-type: none"> • Experience of using telehandlers, tractors & farm machinery
Disposition	<ul style="list-style-type: none"> • Friendly and Helpful • Enthusiastic 	<ul style="list-style-type: none"> • Willingness to engage with the general public
Other	<ul style="list-style-type: none"> • Driving licence • Commitment to the values and professional behaviours of the University • Commitment to colleagues, students and the facility 	<ul style="list-style-type: none"> • Competent at driving tractors

Completed by: James Lamburn	Date: December 2022
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