

Teagasc Job Specification

Farm Operative (Ref: FM/KD/0819)

Post Type:	Permanent A panel may be formed from which future similar vacancies may be filled; such a panel will remain active for a maximum period of 12 months.
Location:	Kildalton College, Piltown, Co. Kilkenny.
Reporting To:	Farm Manager and/or other nominated manager as maybe identified from time to time.
Grade/Salary:	Farm Operative, with a starting salary of €28,202 per annum. The current salary scale is €28,202 to €32,177. Starting pay will be at the minimum of the scale per Government Circular E100/8/82. Exceptional circumstances may apply for candidates with current or previous service in the public sector (including Teagasc). Remuneration may be adjusted from time to time in line with Government Policy.
Basic Function:	The appointee will operate as part of a team in carrying out general farm operations within Kildalton College with particular responsibilities for recycling, waste management and campus maintenance.
Hours of Work:	Monday to Saturday (five days out of six schedule) from 8.00am to 5.00pm. The successful candidate may be required to work overtime, including Sundays, as required.
Background:	Kildalton College is an agricultural, horticultural and equine education and training college in Piltown, Co. Kilkenny.

Main Duties and Responsibilities:

- Undertake duties relating to recycling and waste management.
- Maintain allocated areas of the campus.
- Undertake relief milking duties.
- Carry out general day to day operations on the college farm
- General tractor and machinery operation.
- Oversee bio-Security measures and facilities on the campus.
- Assist with college events and open days.
- Assist Teagasc in meeting the commitments of the Quality Customer Service charter and action plan.
- Actively participate in the annual business planning and Performance Management Development System (PMDS) processes.
- Fully co-operate with the provisions made for ensuring the health, safety and welfare of themselves, fellow staff and non-Teagasc staff and co-operate with management in enabling Teagasc to comply with legal obligations. This includes full compliance with the responsibilities outlined in the Safety Statement and Safety Management System.
- Transport students in the college mini bus as required (relevant training will be provided).
- Such other duties as may be assigned from time to time.

** This job specification is intended as a guide to the general range of duties and is intended to be neither definitive nor restrictive. It will be reviewed with the post-holder from time to time.*

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Candidates must have at least a Level 5 qualification in order to apply for this position. • Full clean driver's licence. 	<ul style="list-style-type: none"> • A Level 6 Advanced Certificate in Agriculture or a related land based discipline. • Trailer licence.
Skills	<ul style="list-style-type: none"> • Wide experience in farming and/or horticulture that would include tractor operation, knapsack spraying, and general machinery operation. 	<ul style="list-style-type: none"> • Record keeping and ability to use IT. • Milking skills. • Pesticide application certification.
Knowledge	<ul style="list-style-type: none"> • Knowledge of sustainability, recycling and waste reduction. • Machinery operation and maintenance. • Awareness of Health and Safety. 	<ul style="list-style-type: none"> • Animal health and welfare.
Behavioural Competencies	<ul style="list-style-type: none"> • Ability to work as part of a team, including consulting, collaborating and building relationships with key stakeholders. • Displays initiative and is self-motivated. • Flexible with an ability to adapt to changing requirements/priorities. • Strives for high quality of work and demonstrates commitment to the programme. • Ability to communicate effectively to enable knowledge and technology transfer. 	
Other	<ul style="list-style-type: none"> • Candidates must satisfy and continue to satisfy during employment with Teagasc, legal requirements to drive unaccompanied on Irish public roads. 	

Note: The 'essential' qualifications, knowledge, skills and behavioural competencies outlined above are 'must-have' which will be used in the selection process.

How to Apply

An Application Form for this position can be accessed on the Teagasc website at www.teagasc.ie/careers.

Completed Application Forms should be TYPED, saved in PDF format and submitted by email to teagascjobs@clark.ie no later than **12 noon on Monday 9th September 2019**. Applications received after this time will not be considered.

Please state relevant reference code in all correspondence.

Teagasc is an equal opportunities employer. As part of Teagasc Gender and Diversity strategies, Teagasc welcomes a balanced pool of applicants. Canvassing will disqualify.