Head of Department – Pig Research & Knowledge Transfer  
(Ref: HOD/PRKT/MP/0218)

Location  
Teagasc Pig Research & Knowledge Transfer Department, Moorepark, Fermoy, Co. Cork.

Post Type  
Permanent Appointment at Principal Research Officer level, with the Head of Department assignment being for a five year term, which is renewable (subject to competition).

Reporting to:  
Head of Animal and Grassland Research & Innovation Programme and/or other nominated manager as maybe identified from time to time.

Grade / Salary  
Principal Research Officer, with a starting salary of €76,970 per annum plus a Head of Department Term Allowance of €4,291.72 per annum. The current salary scale is €76,970 to €104,507. Appointment will be on the first point of the scale.

Remuneration may be adjusted from time to time in line with Government Policy.

Basic Function:  
Leadership and Management of the Pig Research & Knowledge Transfer Department.

It is expected that the Head of Department will carry a significant Research or Knowledge Transfer (KT) role of their own (approximately 50% of time) in addition to leading and managing the Department.

Background  
The Pig Research & Knowledge Transfer Department is based at Teagasc Moorepark, Fermoy, Co. Cork. The Department has 4 research officers, 5 specialised advisors, 3 technical staff and a number of postdoctoral researchers, PhD students, technical and farm staff. The Pig Research & Knowledge Transfer Department provides an integrated research, advisory and training/education programme to the Irish pig industry.

In May 2013 Teagasc and the Irish Farmers Association (IFA) agreed a Joint Programme (JP). The purpose of the JP is to support pig producers by providing research, advice and education across a range of issues of importance to the sector. The high level objective of the Joint Programme is to enhance the sustainability of Irish pig meat production which includes improvements in economic, social, environmental and animal welfare standards. This will result in improvements in the production and marketability of Irish pig meat. Under the JP, producers contribute 10 cent per pig (sold/exported) to help fund pig research, advisory and technical staff, who along with existing staff deliver an agreed pig research, knowledge transfer and education programme. The programme is overseen by the Teagasc Pig Stakeholder Group, comprised of both Teagasc and industry representatives.

Additionally, Teagasc Moorepark has a new €3.5 million state-of-the-art pig research facility, which covers 6,000 square metres and can accommodate a 200 sow integrated herd, producing over 5,500 pigs per year. It has 62 farrowing places (6 of which are suitable for loose farrowing research) and can house 160 dry sows and gilts on 3 Electronic Sow Feeding stations. There are 3 weaner rooms each holding 360 weaners. As well as this Teagasc also has some bespoke accommodation for more detailed research work such as a metabolism room for digestibility studies, animal care room for detailed animal examinations and group feed intake recording.
equipment (F.I.R.E stations). Both weaners and sows have their own feed system and each system has two feeding circuits. This gives great flexibility in feeding frequency and delivery as dry sows and lactating sows can be fed different experimental diets at the same time. Supplying these systems Teagasc has 17 silos to cover a wide range of experimental diets which facilitates multiple experiments concurrently across the building.

Teagasc now seeks to appoint a highly motivated and committed candidate with a thorough knowledge of the pig industry to lead its Pig Research & Knowledge Transfer programme.

Main Duties and Responsibilities:

- Leading, planning and developing, in conjunction with the Head of Programme and staff, the Department's research and knowledge transfer policy, strategy, programme, and their overall monitoring and evaluation consistent with the Teagasc Statement of Strategy.

- Implementing the Department’s agreed programme through the preparation, implementation and delivery of the Level III Business Plan relating to ethos, programme, budgets and governance consistent with the Level I and Level II business planning process.

- Organising and co-ordinating staff and other resources available to carry out the Department’s programme; providing leadership to the members of the Department, and delegating to other staff as appropriate.

- Promoting positive working relationships and a spirit of teamwork between staff towards the efficient progress of the Department's programme.

- Identifying key pig programme priorities through a process of consultation including meeting with the Pig Stakeholders.

- Acting as spokesperson for the Pig Programme in both Teagasc and the wider community including the media.

- Efficiently utilizing and safeguarding of the resources allocated to the Department, and accounting for all monies provided for in authorized budgets for the Department.

- Ensuring that research, training and advisory objectives continue to be in line with, and respond to, policy and stakeholder requirements.

- Ensuring the research output of the Department is of the highest quality and is disseminated in peer reviewed scientific journals, as well as scientific conferences and technical and popular press.

- Developing appropriate linkages with other national and international research institutes and universities.

- Fostering a culture that proactively pursues external funding opportunities at national and international level.

- Developing and maintaining effective liaison with relevant Government Departments, state bodies, research and economic bodies at home and abroad, and stakeholders.

- To ensure that Teagasc customer charter, risk management, financial control and corporate governance protocols and procedures are consistently implemented.

- Actively participating in the annual business planning and Performance Management Development System (PMDS) processes.

- Implementing the Safety Statement and related documents and procedures within the Department, ensuring that risk assessments for work activities are implemented and reviewed, that
Teagasc Job Specification

audits/inspections are undertaken, that hazards identified are controlled; and that safety resources, including training and equipment are provided.

- To ensure that the Teagasc People Strategy (2018-2022) initiatives, and subsequent HR/People Strategy initiatives, are consistently implemented in the department as required.
- Carrying out a research or KT role of their own (approximately 50% of time) in addition to leading and managing the Department.
- Such duties as may be assigned by the Head of Programme/Director of Research 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 from time to time with the post-holder.

Person Specification

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<th>Qualifications</th>
<th>Essential</th>
<th>Desirable</th>
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<td>• Candidates must have an honours Level 8 degree in agricultural science or a related discipline&lt;br&gt;• A PhD in a relevant discipline.</td>
<td>• At least 5 years postdoctoral research or knowledge transfer/technical experience in pig production&lt;br&gt;• A relevant post graduate qualification in leadership, management or administration or relevant experience in a similar type of role.</td>
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<th>Knowledge/Skills</th>
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<td>• Ability to think strategically, to promote innovation and to shape and drive the vision and direction of pig programme.&lt;br&gt;• Engaging and consultative leadership skills with proven ability to motivate and inspire staff.&lt;br&gt;• Ability to foster high work standards, discipline and accountability.&lt;br&gt;• Stakeholder engagement and influencing skills.&lt;br&gt;• Excellent oral and written communications skills.&lt;br&gt;• Excellent organisational, delegation and time management skills.&lt;br&gt;• Deep understanding of the pig industry.&lt;br&gt;• Ability to manage financial and capital resources.&lt;br&gt;• Ability to successfully manage/guide research, knowledge transfer and educational programmes.&lt;br&gt;• Ability to conduct a high quality research and knowledge transfer programme as appropriate.&lt;br&gt;• Computer literate with strong IT skills.</td>
<td>• Understanding of the public sector and its governance&lt;br&gt;• Knowledge of corporate governance&lt;br&gt;• Knowledge of Quality Assurance Schemes</td>
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<th>Behavioural Competencies</th>
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<td>• Strong strategic and operational decision making capacity.&lt;br&gt;• Ability to provide clear leadership and direction.</td>
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- A solid commitment to operating with a high degree of integrity.
- A results-driven leader with a strong focus on goal-setting, performance management and accountability.
- An ability to create effective structures and systems for gathering and sharing information and transferring technology.
- Proven ability of collaboration both internally and externally at national and international level.
- A change-agent with capability to lead, persuade and influence others to positively and proactively challenge the status quo and to promote innovation and new thinking within the business context.
- Excellent communication, organisational, delegation and time management skills.
- A strong commitment to teamwork and ongoing personal and professional development.
- Leads by example and promotes continuous improvement with a quality customer service focus.

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 post can be accessed on the Teagasc website at [www.teagasc.ie/careers](http://www.teagasc.ie/careers). Completed Application Forms should be TYPED and saved in PDF format and submitted by email to [teagascjobs@clark.ie](mailto:teagascjobs@clark.ie) no later than **12 midnight on Friday 9 March 2018.**

Please state relevant reference code in all correspondence.

Teagasc is an equal opportunities employer. Canvassing will disqualify.