

**THE POST**

<b>College:</b>	<b>College of Life and Environmental Sciences</b>
<b>Post:</b>	<b>Postdoctoral Research Associate in avian ecology and wildlife management (Industrial Impact Associate) Agri-tech Cornwall and Isles of Scilly</b>
<b>Reference No:</b>	<b>R61835</b>
<b>Grade:</b>	<b>E</b>
<b>HERA:</b>	<b>ARF</b>
<b>Reporting To:</b>	<b>Professor Robbie McDonald</b>
<b>Responsible For:</b>	<b>Research Technician (Agri-tech Cornwall and Isles of Scilly)</b>

This is a full time post working on a project supported by Agri-tech Cornwall and Isles of Scilly investigating the ecology of starlings and the management of their impacts in dairy farm environments. The post is available immediately until 31<sup>st</sup> December 2019 (with potential for extension to 31<sup>st</sup> March 2020) and is based in the Environment and Sustainability Institute and the College of Life and Environmental Sciences on the Penryn Campus. It is funded through the European Regional Development Fund and forms part of the European Strategic investment framework for Cornwall and Isles of Scilly.

**Job Description**

The Environment and Sustainability Institute at the University of Exeter's Penryn Campus is seeking a Postdoctoral Research Associate (Industrial Impact Associate) in ecology and wildlife management to lead a project to understand and mitigate the problems caused by starlings on dairy farms. They will also work closely with industrial partners in the development of new products and services that can alleviate such problems

The successful applicant will lead a project gauging the impact of starlings on dairy farms, and will work with partners in the USA to evaluate sonic deterrents to reduce their impact. They will consider multiple nutritional, microbiological and ecological responses to management interventions and evaluate the impact of farm-derived food on starling ecology and populations. Experience in avian ecology is essential and a track-record of wildlife management research is desirable, alongside the ability to identify ways in which this research can deliver business impact within the region's agritech sector.

Dairy farming is a major part of the Cornish economy. Although cattle usually graze outdoors, they tend to be housed in large barns/sheds over winter. At this time their environment can be severely affected by flocks of tens of thousands of starlings that fly into the barns/sheds to take cattle feed. The starlings can severely deplete cattle feed supplies, defecate in the barn and cause a nuisance for farm workers.

The post is part of the Agritech Cornwall Project involving the University of Exeter, and lead by the Duchy College. It is funded through the European Regional Development Fund and forms part of the European Strategic Investment Framework for Cornwall and Isle of Scilly Local Enterprise Partnership.

The applicant will need to work in close quarters with Cornish businesses looking for opportunities to use the research related to the project to create growth opportunities for Cornish SMEs. The post will also be required to work closely and effectively with project partners in the USA and wider project colleagues within the Impact, Innovation and Partnership Directorate. As the post is ERDF funded, engagement with industrial

partners, identifying new partnerships and leading on the production of evidence and information necessary to support ERDF compliance and reporting requirements will be fundamental to the role.

**Main purpose of the job:**

The postholder will lead research to understand and mitigate startling impacts in dairy farms. They will conduct field and laboratory work, manage technical staff and work closely with industrial and project partners; forging new and existing relationships. They will analyse data and prepare manuscripts for publication in collaboration with academic colleagues. They will work with partners in the USA and with local businesses to develop commercial applications for starling management.

The postholder for this project will also lead in delivering all ERDF reporting and compliance requirements.

**Main duties and accountabilities:**

1. To undertake research as appropriate to the field of study including:
  - Writing up research work for publication;
  - Developing research objectives and proposals for own or joint research;
  - Making presentations at national and international conferences and similar events;
  - Dealing with problems which may affect the achievement of research objectives and deadlines;
  - Analysing and interpreting the results of own research and generating original ideas based on outcomes;
  - Using new research techniques and methods;
  - Using initiative and creativity to identify areas for research, developing new research methods and extending the research portfolio;
  - Using creativity to analyse and interpret research data and draw conclusions on the outcomes.
2. To contribute to teaching and to be involved in the assessment of student knowledge including assisting in the supervision of student projects and in the development of student research skills.
3. To work in collaboration with colleagues as appropriate to the field of study including:
  - Contributing to collaborative decision making within the research group;
  - Contributing to the production of collaborative research reports and publications.
  - Preparing papers and presenting information on research progress and outcomes to bodies supervising research, e.g. steering groups.
4. To communicate complex information, orally, in writing and electronically.
5. To prepare proposals and applications to external bodies, e.g. for funding and contractual purposes
6. To contribute to the planning of research projects.
7. To use research resources, laboratories and workshops as appropriate and to take responsibility for reducing hazards and for the health and safety of others. Where appropriate, will also be responsible for conducting risk assessments.
8. To monitor research budgets as appropriate.
9. To engage in continuous professional development and to be responsible for continually updating knowledge and understanding in field of study or specialism and for developing skills.

This job description summarises the main duties and accountabilities of the post and is not comprehensive: the post-holder may be required to undertake other duties of similar level and responsibility. Please visit the Human Resources website to view the Research Fellow role profiles.

**Person Specification**

<b>Competency</b>	<b>Essential</b>	<b>Desirable</b>
Attainments/Qualifications	PhD (or nearing completion) or equivalent qualification/experience	Be a nationally recognised authority in the subject area.

	in a related field of study, i.e. animal ecology, wildlife conservation or management.  Full driving licence or access to suitable means of transport	British Trust for Ornithology ringing licence  Home Office A(SP)A training and licence
Skills and Understanding	Sufficient knowledge in the discipline and of research methods and techniques to work within established research programmes.  Knowledge of avian ecology	
Prior Experience	Understanding of health and safety legislation	Experience of acting as principal or co-investigator on research projects.
Behavioural Characteristics	Excellent written and verbal communication skills. Able to communicate material of a specialist or highly technical nature. Able to manage research and administrative activities and to balance the competing pressures of research and administrative demands and deadlines. Able to liaise with colleagues and students. Able to build contacts and participate in internal and external networks for the exchange of information and collaboration. Able to identify potential sources of funding. Actively participate as a member of a research team Engage in continuous professional development. Understand equal opportunity issues as they may impact on areas of research content Where appropriate to the role, willingness to undergo training in order to conduct risk assessments	Able to identify sources of funding, generate income, obtain consultancy projects, or build relationships for future activities.
Circumstances	Willing to work flexibly to achieve project demands	

### **Informal Enquiries**

Before submitting an application you may wish to discuss the post further by contacting Professor Robbie McDonald, Professor of Natural Environment, telephone (01326 255720) or email [r.mcdonald@exeter.ac.uk](mailto:r.mcdonald@exeter.ac.uk).

### **Terms & Conditions**

Our Terms and Conditions of Employment can be viewed [here](#).

### **Further Information**

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<b>Reference No:</b>	<b>R61835</b>
<b>Grade:</b>	<b>F</b>
<b>HERA:</b>	<b>RFEL</b>
<b>Reporting To:</b>	<b>Professor Robbie McDonald</b>
<b>Responsible For:</b>	<b>Research Technician (Agri-tech Cornwall and Isles of Scilly)</b>

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### **Main purpose of the job:**

The postholder will lead research to understand and mitigate starling impacts in dairy farms. They will conduct field and laboratory work, manage technical staff and work closely with industrial and project partners; forging new and existing relationships. They will analyse data and prepare manuscripts for publication in collaboration with academic colleagues. They will work with partners in the USA and with local businesses to develop commercial applications for starling management.

The postholder for this project will also lead in delivering all ERDF reporting and compliance requirements.

### **Main duties and accountabilities:**

1. To undertake research as appropriate to the field of study. The responsibilities may include all or some of the following:
  - Acting as principal investigator on research projects;
  - Developing research objectives, projects and proposals;
  - Conducting individual or collaborative research projects;
  - Identifying sources of funding and contributing to the process of securing funds;
  - Extending, transforming and applying knowledge acquired from scholarship to research and appropriate external activities;
  - Writing or contributing to publications or disseminating research findings using media appropriate to the discipline;
  - Making presentations at conferences or exhibiting work in other appropriate events;
  - Assessing, interpreting and evaluating outcomes of research;
  - Developing new concepts and ideas to extend intellectual understanding;
  - Resolving problems of meeting research objectives and deadlines;
  - Developing ideas for generating income and promoting research area;
  - Developing ideas for application of research outcomes;
  - Deciding on /following research programmes and methodologies, often in collaboration with colleagues and sometimes subject to the approval of the head of the research programme on fundamental issues.
2. To contribute to teaching and learning programmes in the School and to supervise postgraduate research students.
3. To act as research team leader including:
  - Mentoring colleagues with less experience and advising on their professional development;
  - Coaching and supporting colleagues in developing their research techniques;
  - Supervising the work of others, for example in research teams or projects;
  - Developing productive working relationships with other members of staff;
  - Co-ordinating the work of colleagues to ensure equitable access to resources and facilities;
  - Dealing with standard problems and help colleagues to resolve their concerns about progress in research.
4. To routinely communicate complex and conceptual ideas to those with limited knowledge as well as to peers using high level skills and a range of media and to present the results of scientific research to sponsors and at conferences.
5. As determined by the nature of the project and at the direction of the PI, to plan, co-ordinate and implement research programme activity including:
  - Managing the use of research resources and ensuring that effective use is made of them;
  - Monitoring and reporting on the use of research budgets;
  - Helping to plan and implement commercial and consultancy activities;
  - Where appropriate, to plan and manage own consultancy assignments.

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### **Person Specification**

<b>Competency</b>	<b>Essential</b>	<b>Desirable</b>
Attainments/Qualifications	PhD or equivalent qualification/experience in a related field of study, i.e. animal ecology, wildlife conservation or management.  Full driving licence or access to suitable means of transport	Be a nationally recognised authority in the subject area.  British Trust for Ornithology ringing licence  Home Office A(SP)A training and licence
Skills and Understanding	Possess sufficient specialist knowledge in the discipline to develop/follow research programmes and methodologies. Record of research output in high quality publications.  Knowledge of avian ecology	
Prior Experience	Experience of managing research projects and research teams.	Experience of acting as principal or Co-investigator on research projects.
Behavioural Characteristics	Excellent written and verbal communication skills. Able to communicate complex and conceptual ideas to a range of groups. Evidence of the ability to collaborate actively within the Institution and externally to complete research projects and advance thinking. Able to participate in and develop external networks. Able to balance the pressures of research, administrative demands and competing deadlines.	Able to identify sources of funding, generate income, obtain consultancy projects, or build relationships for future activities.
Circumstances	Willing to work flexibly to achieve project demands	

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