

**Rheolwr Ffermydd  
Athrofa'r Gwyddorau Biolegol, Amgylcheddol a Gwledig (IBERS)**

Gradd 8: £39,992 - £47,722 y flwyddyn

*I hyrwyddo gweithlu hyblyg, bydd y Brifysgol yn ystyried ceisiadau gan unigolion sy'n ceisio am swydd gyda threfniadau gweithio llawn amser, rhan amser, rhannu swydd, neu yn ystod y tymor yn unig.*

Mae Prifysgol Aberystwyth yn sefydliad blaenllaw addysg ac ymchwil amaeth yng Nghymru sydd yn gwahodd ceisiadau ar gyfer swydd Rheolwr Ffermydd. Mae'r ffermydd yn ymestyn i ryw 1,000 hectar, gyda phwyslais cyfredol ar godro, defaid, cig eidion, coetir a gweithgareddau ymchwil cysylltiedig. Bydd y Rheolwr Fferm yn gyfrifol am barhau i ddatblygu, busnes cynaliadwy, masnachol ffermio i gefnogi cyfnewid gwybodaeth, ymchwil ac addysgu blaenllaw. Efallai bydd cynnig Llety Ffermyd i'r ymgeisydd llwyddiannus os oes angen. Bydd y budd-dal yn agored i drethiant priodol.

Bydd y Rheolwr Ffermydd yn rheoli a goruchwylio gwaith dyddiol ar ffermydd y Brifysgol. Bydd ef/hi yn gyfrifol am yr holl ddyletswyddau sy'n gysylltiedig â rhedeg ymgyrch ffermio masnachol mawr yn effeithlon. Bydd angen HND neu BSc mewn Amaethyddiaeth, Rheolaeth Fferm neu ddisgyblaeth gysylltiedig arall yn ogystal â gofyn am brofiad o ddatblygu cynlluniau busnes fferm, gan gynnwys gosod a rheoli cyllidebau gyda ffocws cryf ar gyflwyno.

Am Ymholiadau anffurfiol cysylltwch â: Emyr Phillips, Rheolwr Athrofa, [emp24@aber.ac.uk](mailto:emp24@aber.ac.uk), 01970 622961.

**Cyf: FA.17.1792**

Am fwy o wybodaeth ac i ymgeisio, ewch i <http://jobs.aber.ac.uk>.

Sefydliad Dwyieithog sy'n gweithredu Cynllun Iaith Gymraeg ac yn ymroddedig i Gyfle Cyfartal.

FEL ARFER FE BENODIR I SWYDDI O FEWN 4-8 WYTHNOS WEDI'R DYDDIAD CAU.

**Farms Manager  
Institute of Biological, Environmental and Rural Sciences (IBERS)**

Grade 8: £39,992 - £47,722 per annum

*To promote a flexible workforce, the University will consider applications from individuals seeking full time, part time, job share, or term time only working arrangements.*

Aberystwyth University is a premier agricultural teaching and research establishment in Wales, and is looking to appoint for the role of Farms Manager. The farms extend to some primarily dairy and sheep farming, woodland and associated research activities. The Farm Manager will be responsible for continuing to develop a leading, sustainable, commercial farming business to support knowledge exchange, research and teaching. Farmhouse Accommodation may be available to the successful candidate if required. This benefit will be subject to appropriate taxation.



The Farms Manager will manage and oversee daily operations on University farms. They will be responsible for all duties associated with the efficient running of a large and diverse commercial farming operation. You will require a HND or BSc in Agriculture, Farm Management or other related discipline as well as experience of developing farm business plans, including setting and managing budgets with a strong focus on delivery.

Informal Enquiries may be directed to: Emyr Phillips, Institute Manager, [emp24@aber.ac.uk](mailto:emp24@aber.ac.uk), 01970 622961

**Ref: FA.17.1792**

For information and to apply, please go to <http://jobs.aber.ac.uk>.

We are a Bilingual Institution which operates a Welsh Language scheme and is committed to Equal Opportunities.

APPOINTMENTS ARE NORMALLY MADE WITHIN 4-8 WEEKS OF THE CLOSING DATE.

**Further Particulars (Yn Saesneg yn Unig)**

**This job description is subject to review and amendment in the light of the changing needs of the University, to provide appropriate development opportunities and/or the addition of any other reasonable duties.**

The Farms Manager will report directly to the IBERS Institute Manager and will present reports to the Farms Board. Together with the Farms Board, the Farms Manager will be expected to develop and implement strategy for the farming business.

The successful applicant will be responsible for all budgetary planning and monitoring. They will also have a role in defining the required staffing structures to deliver the required outputs, and will have overall responsibility for the day-to-day management of all farm staff. Ensuring accurate record keeping and compliance with animal health and welfare, health and safety, and environmental legislation are important elements of the role.

**Main Duties & Responsibilities**

- Provide vision, leadership and direction to all farm staff;
- Implement and monitor appropriate policies to underpin current and future farm strategies, and advise on changes where appropriate;
- Assist in setting appropriate physical and financial targets for each of the commercial activities on the farms, to regularly monitor performance against these targets and to take remedial action, as appropriate, to rectify any deficiencies in the achievement of those targets;
- Represent the Farms within the agricultural community, both locally and nationally, as appropriate, ensuring a high level of professionalism at all times;
- Support and inform the research and teaching activities on the farms;
- Engage in knowledge transfer of good commercial farm practice, agri-environment activities and the commercialisation of research outputs to the wider rural industries through supporting the development of open days, lectures and similar activities;



- Assume overall responsibility for the day-to-day management of all the farm staff, ensuring a high level of teamwork to meet specific requirements and objectives;
- Participate in relevant staff recruitment, development and discipline, in line with University policies and procedures;
- With the Institute Manager, establish appropriate staffing structures for the various farm enterprises;
- Ensure that agreed financial targets for the Farms as a whole are met in accordance with University policies and financial regulations;
- Seek to maximise farm income in keeping with the overarching strategic direction, while also recognising and supporting the research and teaching requirements of the Farms;
- Oversee the efficient and sustainable management and maintenance of land, buildings and equipment;
- Ensure that all farming activities reflect best practice, are environmentally sensitive and meet animal welfare standards, mindful of all the relevant statutory obligations and compliance issues;
- Ensure that all farming operations operate within the legal guidelines set by bodies such as the Environment Agency (Natural Resources Wales), Welsh Government, DEFRA, the European Union (EU) and the Health and Safety Executive (HSE);
- Ensure that health, safety and environmental requirements are taken into consideration whilst planning the Farms operations;
- Ensure that all the required statutory records are maintained up to date and are available for inspection at all times;
- Maintain computerised and manual systems relating to all aspects of resource management, i.e.: staff, finance, equipment, stock etc. in compliance with relevant legislation;
- Make information relating to the physical and financial performance of the different farm enterprises and/or units available to students and the wider rural sector;
- To be committed to the University's Equal Opportunities and Diversity Policy, together with an understanding of how it operates within the responsibilities of the post;
- To undertake health and safety duties and responsibilities appropriate to the post;
- To be committed to your own development and that of your staff through the effective use of the University's staff development and performance review;
- Any other duties reasonably requested.

## Person Specification

Essential	Desirable
<b>Qualifications</b> <ul style="list-style-type: none"> <li>• HND or BSc in Agriculture, Farm Management or other related discipline.</li> </ul>	<ul style="list-style-type: none"> <li>• Health, Safety and Environmental qualifications or HSE training within an agricultural qualification.</li> </ul>
<b>Experience</b> <ul style="list-style-type: none"> <li>• Significant experience of practical farm management in a large, diverse farming operation;</li> <li>• Experience of developing farm business plans, including setting and managing budgets with a strong focus</li> </ul>	



<p>on delivery;</p> <ul style="list-style-type: none"> <li>• Experience of setting appropriate key performance indicators and an ability to produce and analyse management information and use it effectively for monitoring and reporting purposes.</li> </ul>	
<p><b>Knowledge</b></p> <ul style="list-style-type: none"> <li>• Detailed knowledge and experience of dairy and grassland management;</li> <li>• Detailed knowledge of how the legal guidelines set by bodies, such as the Environment Agency, DEFRA, the European Union (EU) and the Health and Safety Executive (HSE), impact on the operations of a farming enterprise;</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of the higher education sector and the ability to think strategically about commercial farming activity in a higher education environment;</li> </ul>
<p><b>Skills</b></p> <ul style="list-style-type: none"> <li>• Excellent interpersonal skills, and experience of managing and motivating staff during periods of change;</li> <li>• High level of computer literacy, including the use of farm management software packages;</li> <li>• Ability to communicate effectively, orally and in writing, with all levels of staff, including members of the farming industry, members of the general public, students, academic staff, senior managers within the University and staff from a range of public organisations and Government;</li> <li>• Ability to work under pressure, to meet tight deadlines and to respond quickly and effectively to changing circumstances;</li> <li>• Full valid UK driving licence or equivalent right to drive in the UK.</li> </ul>	
<p><b>Welsh Language</b></p> <ul style="list-style-type: none"> <li>• An ability to understand the bilingual nature of the University and an awareness of the procedures in place to support working bilingually. An awareness of the bilingual nature of the University.</li> </ul>	<ul style="list-style-type: none"> <li>• Oral (spoken) and Written Level or willingness to learn Welsh to Standard A1 *</li> </ul>

\* Oral (spoken) and Written Welsh Level A1. I can:

- interact in a simple way provided the other person is willing to speak slowly, repeat or rephrase things, as well as being willing to help me;



- use basic expressions and phrases, e.g. introduce myself or another person;
- ask and answer questions on familiar topics e.g. 'Where do you live?';
- write a short simple message as an email or note, including the time, date and place;
- fill in forms with personal details, e.g. name, address and telephone number.

### University Farms

Given its research interests, IBERS has responsibility for managing the University Farms. Located on the west coast of Wales, Aberystwyth has a climate ideally suited for pastoral agriculture. In total the farms extend to approximately 600 hectares, including woodland. The land is spread across three main locations:

- Penglais/Frongoch Farm on the edge of the main University Penglais Campus;
- Gogerddan and Wern Phillip Farms adjoining the University Gogerddan Campus 2 miles north of Aberystwyth
- Trawsgoed Farm in the village of Abermagwr on the B4340 some 9 miles southeast of Aberystwyth.

Trawsgoed Farm is the base for the dairy enterprise utilising a 50-point rotary milking parlour and milking a dairy herd of c450 cows.

The remaining farm units are the location for trial plots to support the plant breeding (oats and forages) and bioenergy crop research, activities that are managed by research staff and support lowland commercial sheep production.

