



Job Description

Job title	Tractor Driver/General Farm Operative	Location/Base	Niab, East Malling, Kent
Team	Farm	Job group	Senior Technical
Department	East Malling Farm	Post ref.	SV/A1309-01
Reports to	Farm Manager	Line manages	N/A

1. Team overview

The Farm team plays a vital role in delivering science projects and maintaining the farm and estate. Our work is at the forefront of supporting the agricultural and horticultural communities by advancing crop research and husbandry practices. The East Malling Estate encompasses over 500 acres of land.

2. Role purpose

This technical role is essential to the delivery of science projects, involving husbandry tasks on the farm and estate. The position ensures seamless support for scientific work through practical and precise farm operations.

3. Financial authority/responsibility

None

4. Key relationships

Internal Science community, working peers and Glasshouse staff including seasonal casuals

External: None

5. Key tasks/responsibilities

- **Agrochemical Applications:**
 - Includes the preparation and application of pesticides. Training will be provided if certifications are not already held.
- **Mowing and Pulverising:**
 - Essential for crop and farm maintenance.
- **Pruning and General Farm Husbandry:**
 - Includes managing tree architecture and maintaining the estate to high standards.
- **Machinery Maintenance:** Ensures operational readiness of farm equipment.
- **Stock Management:** Regular stock assessments, effective communication for replenishment, and maintaining accurate records.
- **Any Other Duties:** As required to support the team.

6. Working conditions

- Work outdoors year-round in all weather conditions, with exposure to sunlight, rain, and varying temperatures.
- Regular work in glasshouses and polytunnels, often in high temperatures.
- Frequent exposure to plant materials, pathogens, pollen, bees, and other insects.
- Routine exposure to dust, such as soil particles from milled seeds.

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- Managed contact with chemicals, including seeds treated with pesticides and fertilizers, with occasional exposure to additional chemicals used for fertilizing and plant treatments.
- Physically demanding tasks, including manual handling of items up to 20kg.
- Periods of lone working in fields and glasshouses.
- Occasional travel to other Niab sites across Great Britain.
- Due to seasonal workload peaks, holidays may need to be pre-arranged and might not be possible at certain times of the year.

Person Specification

Criteria	Essential	Desirable
Qualifications		
Educated to GCSE level		x
National Register of Sprayer Operators		x
Knowledge and skills		
Knowledge of Horticultural/Arable crops		x
Good verbal and written communication skills	x	
Good interpersonal skills	x	
Basic competency in Microsoft Office 365 applications – Outlook, Word, Excel, SharePoint		x
Good numeracy and data handling skills	x	
Good organisational skills with the ability to prioritise and work to deadlines, even when under pressure	x	
Good analytical and problem-solving skills		x
Forklift certification		x
Pesticide application certification (PA1, PA2, PA3, PA6 and PA9) - Essential in role		x
Experience		
Experience in fruit tree pruning and husbandry		x
Experience in operating horticultural machinery	x	
Attributes		
Accuracy and attention to detail.	x	
Evidence of commitment to own personal development and willing to learn new skills	x	
Collaborative and open-minded regarding science	x	
Flexibility – able to work alone and as part of a small team	x	
Proactive and self-motivated; confident about working without direct supervision		x
Flexibility - able to work outside of normal working hours when required	x	
Other		
Driving license or access to independent means of travelling, enabling regular travel to Niab sites where trials are being executed. Transport can be provided.	x	

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