



Job Description

JOB TITLE:	Technician - Commercial Livestock
SALARY:	Grade G £14,411.38 - £16,017.70 (£24,098 – £26,784 FTE)
HOURS:	24 hours per week
BASIS:	Fixed Term until 30/06/2026, Term Time Only 37 weeks worked (43.31 paid)
REPORTS TO:	Livestock Manager
CAMPUS:	Berkshire College of Agriculture
JOB PURPOSE:	To work alongside curriculum and support staff to deliver practical countryside and agricultural activities across the BCA estate, and to care for our Farmed Livestock.

N.B. This job description is current at the date of issue. It will be reviewed annually and may be updated by the Principal.

The main duties and responsibilities of the post include the following:

1. To attend to the husbandry requirements of the commercial livestock enterprises as directed by the Livestock Manager whilst demonstrating the highest levels of animal welfare.
2. Routinely demonstrate a modern approach to animal husbandry and care which falls in line with animal welfare focused legislation e.g., Animal Welfare Act 2006, Welfare of Farmed Animals Regulations 2007 & DEFRA codes of recommendations and animal welfare guides.
3. Maintain work areas, accommodation and surrounding environment to ensure the highest standards of cleanliness and hygiene
4. Work with groups of students undertaking practical sessions with the commercial livestock enterprises, and around the wider estate within curriculum teams and support teams and assist in preparation work for classes as and when necessary.
5. Operate machinery and vehicles as required within the job role.
6. Assist groups of learners and support staff with general estate and habitat management tasks, and other general estate management tasks.
7. Keep accurate and up to date records as directed by the livestock manager
8. Adhere to all relevant procedures, protocols and risk assessments



1) Husbandry Requirements

- 1.1) Daily feeding and checking of livestock as required.
- 1.2) Cleaning of equipment and work areas.
- 1.3) Continuing any ongoing medical treatments as directed, or starting any as required after discussion with the livestock manager.
- 1.4) Raising awareness of any concerns, in the first instance to the Livestock Manager, with a follow up in the daily diary and hand over sheet.

2) Routinely demonstrate a modern approach to animal husbandry.

- 2.1) Demonstrate a level of animal husbandry that is supported by best practice methods, and a utilisation of modern science led methods.

3) Working with Students

- 3.1) There may be situations where you will be required to supervise small groups of learners. You will be expected to pass on knowledge and help the learners grow within the industry.
- 3.2) To assist teaching staff in demonstrations to practical classes as and when necessary.
- 3.3) Support the curriculum team ensuring that teaching and learning is carried out effectively and efficiently support the quality and performance management process for the area.
- 3.4) Develop and maintain a realistic working environment and develop the professional attitude of the students towards their work and provide students with every opportunity to practise their skills.

4) Operating Vehicles and Machinery

- 4.1) You will be required to operate machinery where necessary for feeding large bales to livestock, or for estate and habitat maintenance tasks.
- 4.2) It may be necessary for you to operate college vehicles off site, e.g., collecting feed from merchants, or drugs from the vet

5) General Duties

- 5.1) Promote a teaching, learning and working environment that is free from discrimination, harassment and bullying and where all students and staff feel safe to express their individuality.
- 5.2) Be responsible for safeguarding and promoting the welfare of students.
- 5.3) Maintain student morale and discipline within the college site.
- 5.4) Through Continued Professional Development, ensure you keep up to date with relevant industry and academic development.
- 5.5) Conduct yourself whilst undertaking college duties within the parameters of the Group's values.
- 5.6) Ensure compliance with, and implementation of, all College policies and procedures with particular reference, but not exclusively, to Equality and Diversity, Health and Safety, Every Child Matters and those specific to the area of work.
- 5.7) Participate in College groups, course team meetings, course reviews and other activities if/when required.
- 5.8) Any other duties commensurate with the level of responsibility within the Group.



It is the College's policy to establish and maintain a Risk Register and a Risk Management Policy. It is a condition of your employment that you become aware of these documents and that you follow the objectives and procedures of good risk management in your areas of work.

This post is exempt from the Rehabilitation of Offenders Act 1974. For further details on our policy on the Recruitment of Ex-Offenders can be found [here](#).

The post holder is required to have a commitment to:

- The continuing development and implementation of the College's Diversity & Equality Policy.
- The management of risk within the College
- The health and safety of staff, students and visitors in general and the College's policies and procedures in particular.
- The principles and procedures set out in the [College's Safeguarding and Child Protection Policy](#).
- The principles and procedures set out in the College's Data Protection Policy

Sept/2025



PERSON SPECIFICATION
Technician – Commercial Livestock

	Essential	Desirable	Source of Evidence
EDUCATIONAL AND PROFESSIONAL QUALIFICATIONS			
Level 3 Qualification in a Land Based subject	X		AF/IV
GCSE / L2 Equivalent English	X		AF
GCSE / L2 Equivalent Maths	X		AF
First Aid Qualification, or willing to work towards		X	AF/IV
Professional Certificates of Competence in Tractor Driving Operations and Chainsaw cross cutting and felling		X	AF/IV
EXPERIENCE			
Work experience relevant to looking after livestock	X		AF/IV
Experience of working with young people		X	AF/IV
SKILLS, KNOWLEDGE AND ABILITIES			
Ability to embed English and Maths into learning		X	AF/IV
IT skills e.g., word, excel, power-point, email, databases		X	AF
Ability to motivate students		X	AF/IV
A general understanding of Regenerative farming practices and habitat management	X		AF/IV
Competence in the construction and maintenance of a variety of estate fencing styles	X		AF/IV
Ability to organise work and meet deadlines	X		AF/IV
Flexible approach to work	X		IV
Good interpersonal skills to work with a wide range and variety of stakeholders	X		IV
Enthusiasm for learning and subject area	X		IV
Commitment to safeguarding and promoting the welfare of children and vulnerable adults in college	X		IV
Commitment to inclusion	X		IV



Independent Working	X		IV
Possession of a driving licence	X		AF/IV
Ability & willingness to work flexibly to meet the needs of the College which may include some evening and weekend work	X		AF/IV

KEY:

Evidence of all the elements marked AF or AF/IV must be present in the application form to be shortlisted for an interview

All the elements marked IV will be assessed at interview.

All the elements marked AF/IV will also be assessed at interview.

All or some of the elements may be assessed by the Test/Presentation