

GROW 2019

FARMERS WEEKLY'S GUIDE TO CAREERS IN THE AGRICULTURE INDUSTRY

THE SCIENCE, TECHNOLOGY AND ENGINEERING SKILLS 21ST-CENTURY AGRICULTURE NEEDS ● MEET SOME OF THE INNOVATIVE, FORWARD-THINKING PEOPLE WORKING IN THE INDUSTRY ● 11 PAGES OF EMPLOYER PROFILES



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If you answered “yes” to these questions, here’s an industry you might not have considered but definitely should – agriculture. There’s never been a more exciting time to work in farming or one of its ancillary sectors.

Agriculture is how we will feed the world’s growing population. It’s how we will look after our beautiful countryside. It’s how we will tackle society’s wider environmental concerns. Agriculture is where it’s happening.

All this, as well, at a time of accelerated change for farming, as new technology, different consumer habits, altered global priorities and an evolving subsidy system reshape what farmers do and how they do it.

More and more young people are looking at farming – and not surprisingly, because it’s among the most high-tech, dynamic and professional sectors in the economy.

The range of jobs on offer in agriculture is huge. As our *Grow 2019* supplement – brought to you by *Farmers Weekly* magazine – highlights, there are openings for everything from a geneticist and solicitor, to a tech entrepreneur and herdsman. Recruiters want bright, talented, ambitious people who don’t come from a farming background, as well as those who do.

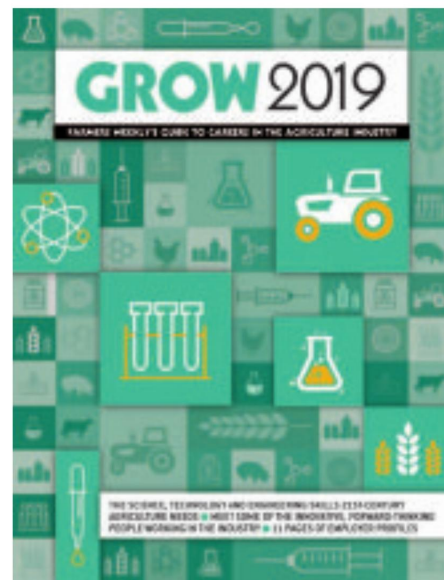
So whether you’re the daughter of a mechanic with a maths degree from Manchester, or an engineer’s son from Exeter desperate to do an apprenticeship, the gates to farming are wide open.

Grow 2019 highlights the range of jobs on offer and some of the possible routes into this great sector.

We kick off with a look at how the industry is evolving and the skills that are most in demand as a result (focus your attention in some key areas and you’ll put yourself ahead of the competition), then we meet a range of people who exhibit some or all of these skills in spades. From all backgrounds, across a wide age spectrum and in a huge variety of roles, they share their stories, their insight and their advice.

Enjoy *Grow 2019*. We hope it will inspire you to consider a career in the most exciting and rewarding sectors of them all – farming.

Karl Schneider, editor, *Farmers Weekly*



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COME AND EXPERIENCE THE FUTURE OF FARMING ON STAND 611

We’ve brought the Future of Farming (stand 611) to New Scientist Live. Come and meet the team and climb aboard a mammoth John Deere tractor, try your hand at high-tech milking, track microchipped slugs and check out some precision farming techniques. You can also join us for Ag Careers Live on 20 November to meet recruiters and find out what key skills they’re looking for to help drive agriculture to new heights through the 21st century and beyond. It’s free to attend; simply register on the Ag Careers Live website at www.fwi.co.uk/agcareerslive



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Wanted: Fresh skills fo

Farming is facing enormous change as it addresses the challenge of producing enough food to feed a growing population with a smaller environmental footprint. So what does this mean for agriculture as a career choice? **Isabel Davies** reports

Agriculture may be one of the oldest professions in the world, but there's never been a time when it has been more relevant to people from all walks of life than now.

Farming and food production is a strategically and economically important global industry. In the UK, farming is the bedrock of the agri-food sector, which is worth £122bn to the UK economy and employs more than four million people, according to Defra.

But it is also an industry in transformation because of issues such as climate change, advances in technology and changing public expectations. It needs, therefore, to have a workforce fit for the future and focused on the right priorities. So what does this mean for agriculture as a potential career choice?

Breaking down barriers

UK farming has faced a skills shortage for decades, with employers increasingly reporting they are struggling to find enough suitable candidates for specialist, skilled on-farm roles, such as spray operators or herdsmen.

The solution for progressive employers is to spread their net more widely than they might have in the past, drawing from more people outside of agriculture, and invest in the necessary training and career development. "It is happening. For example, we are seeing people in the pig sector take on animal care students and train them to run a pig unit," says Tess Howe, AHDB manager for external skills development.

"I also heard of a farm that recruited two chefs from the local pub. The chefs said that working in agriculture was like a breath of fresh air, because they had been so used to working in a sector with such antisocial hours."

The message that farming is a career choice more people should consider is one that Leaf Education is keen to project. It is working with the National Federation of Young Farmers' Clubs on a Future Farming programme, which showcases agriculture as a diverse and exciting business to be in. "We're trying to show that it is an industry open to all," says Carl Edwards, director of education and public engagement

at Leaf Education. "Our survey work suggests there are lots of misconceptions to overcome, such as that you need to own land to become a farmer and that it is very dirty, muddy work."

At the cutting edge

The industry may still have a reputation in some quarters for being old-fashioned, but the reality is that farmers have always been quick to adopt new technologies and this is a trend that is accelerating. But as technology becomes more central to day-to-day farm operations, the skills shortage is being felt even more acutely.

Drones are now fairly commonplace on British farms and a wave of cutting-edge technologies are being developed to help farming become more efficient and environmentally sustainable. These include artificial intelligence, gene-editing and robotics, as well as concepts such as vertical farming, which involve growing food crops in temperature-, moisture- and nutrition-controlled indoor environments. Employers are conscious that the development and subsequent rollout of such technology requires people with a whole new range of skills, such as engineers, chemists, geneticists and data analysts.

But people with these sort of qualifications may not even consider agriculture as an option, because of a perception among careers

FOUR REASONS TO CONSIDER A CAREER IN AGRICULTURE

1. Job with a sense of purpose

Farmers are responsible for making sure that the nation has access to safe, affordable food and managing the countryside in a sustainable way.

2. Wide range of opportunities

A skills shortage means people with the right skills and behaviours are likely to be snapped up.

3. Quick career progression

It is an industry in which you can progress quite quickly, with the right employer. For example, in the pig sector, it is not uncommon for people aged 25 to be given managerial responsibilities.

4. Opportunities to make an impact

More people with a background in science and technology are required in the sector, with their research likely to be very applied to real problems facing the industry. This means it is a great chance for scientists to really see their work bring about change and make a difference.



r 21st-century farming

advisers that it's still a sector that is hard, physical work and best suited to someone who hasn't done so well at school. But there are thousands of different career paths – many of which have competitive salaries and great opportunities to progress.

"The reality is I can't think of a job you can't do in agriculture – the options are unlimited and international," says Ms Howe. "It is a high-tech, progressive industry and there are opportunities to enter at both a graduate and post-graduate level. We need more people to realise this."

The message that the industry should be seen as an option for more degree-level candidates is one reinforced by research from Hadlow College in Kent, which decided to explore the future of farming in the digital age to coincide with its 50th anniversary. It looked at the potential of technologies such as hydroponics and robotics, alongside techniques such as agroecology, concluding that graduates will be crucial in driving innovation in this increasingly high-tech section of the economy.

"With the advent of precision technology such as remote sensing, robotics and GPS mapping, agriculture and production horticulture offer increasingly modern, exciting and challenging careers," says the college.

During his two years as Defra secretary, Michael Gove repeatedly spoke of the farming industry as being on the brink of a technological revolution and championed it as an industry that should be the career of choice for new talent. As he told delegates at the 2019 Oxford Farming Conference: "We need to make sure the next generation coming to work in farming and food production recognise it is one of the most scientifically exciting and academically rigorous areas of future industrial



TIM SCRIVENER

DOING GOOD FOR THE ENVIRONMENT

The farming industry has been castigated in recent months for the role that livestock play in greenhouse emissions, and farm leaders have agreed that it needs to become net zero in terms of emissions by 2040.

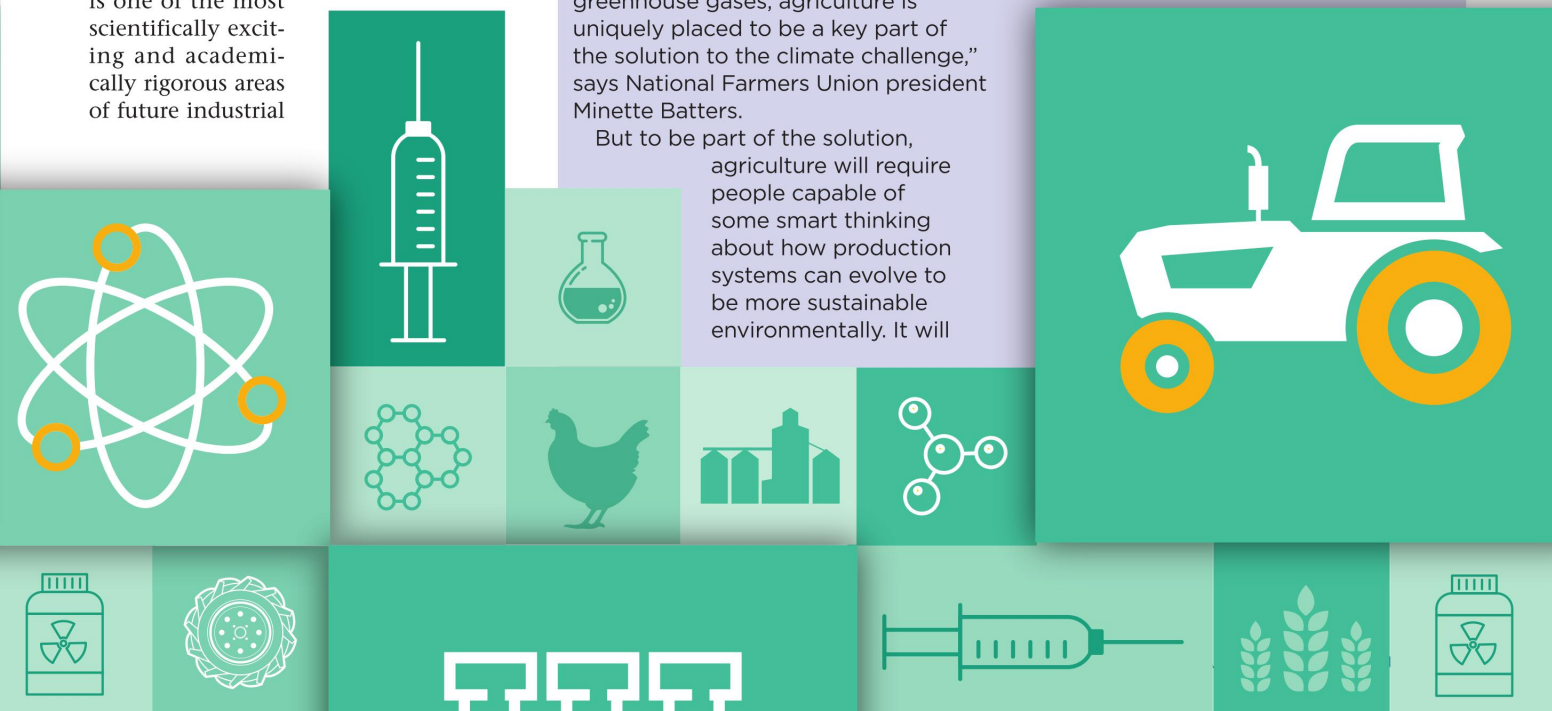
While food production is at the core of what agriculture does, with an increasing focus on biodiversity, soil, air and water quality, it could make a positive difference to combating climate change through carbon sequestration.

"As both a sink and a source of greenhouse gases, agriculture is uniquely placed to be a key part of the solution to the climate challenge," says National Farmers Union president Minette Batters.

But to be part of the solution, agriculture will require people capable of some smart thinking about how production systems can evolve to be more sustainable environmentally. It will

also need people on the ground with the practical skills and enthusiasm to turn that theory into reality.

The RSA Food, Farming and Countryside Commission recently spoke to more than 1,000 young people aged 16-24 to see if there are aspects of working on the land that might be attractive to them. It found most young people would be proud to work for a business that protects nature, seeks to tackle climate change and helps people to live healthily.



What's it like to run an... agritech start-up?

Sam Watson-Jones,
35, Small Robot
Company founder

Tell us about your job

I run an ag start-up, although I am also involved in the family farm. Our business is working to commercialise a service that will see small robots seed, feed and weed arable crops autonomously, with minimal waste. This will cut chemicals by up to 95%, prevent soil erosion and run-off, and reduce cultivation emissions by up to 90%.

What experience did you have before starting the company?

When I went to study English literature at Newcastle University, I had no intention of going into farming. During my studies I spent time with the Newcastle Agrics and that reconnected me with everything that is great about the industry, but I knew I didn't want to go straight back and preferred to do something that would give me broad business experience.

My first job after graduating was with the Teach First graduate scheme, which saw me teaching English in an inner-city school for two years. I was completely out of my depth and it was sink or swim, but I learned huge amounts from it.

It taught me how to manage myself, stay calm under pressure and develop resilience and leadership skills – a lot of the fundamentals you need for running a business.

After that, I worked for a charity called Jamie's Farm, which takes disadvantaged young people with behavioural issues on to farms as a form of therapy. I then spent a few years working as a management consultant with Accenture.

SAM'S CAREER TIPS

- If you are from a farming background, take time to work away from the farm.
- Putting yourself outside your comfort zone will help you to become more confident and self-aware. It also helps you to work out what you are really good at.
- Network with people from outside the farming industry – they come at things completely objectively and, in my case, really contributed to a shift in my mindset.
- Invest in your own development and learning.
- Think about how you spend your time. I schedule all my holiday at the start of the year and always stick to it. On my days off, I don't answer calls or look at emails.

How did you come up with the idea for the Small Robot Company?

When I went back to the family farm, I started to look for ways to diversify and, as part of that, I allocated a small amount of money to invest in educational tech start-ups. I ended up sitting in a room with people who had all built ed tech businesses from nothing and then sold them for millions. Their mindset was all about looking for the next opportunity, and they started challenging me on what was the next big problem that needed solving in agriculture. It started a train of thinking.

What skills do you need to do your role?

I'm extremely comfortable talking to a room of people, thinking on my feet and engaging people with a new concept. I'm also excited by new ideas. The company now has 15 employees, including roboticists and data analysts. My role is about trying to grow the business, generate investment and get customers on board. This can involve some huge emotional ups and downs and you have to be comfortable with the level of risk associated with a start-up.

What career opportunities will new technology bring?

There is going to be a revolution in food production and the role of the farmer. We could see people entering the industry from very different backgrounds – for example, there are some really bright software and hardware engineers who are looking for a problem to get stuck into. And producing healthy food in a way that doesn't have a detrimental effect on the environment is one of the most fundamental problems there is. Careers in farming and food production are going to become really sexy.

What sort of salaries can you earn at an agri-tech start-up?

Our more senior people with more than 10 years' experience would be on £80,000 plus, while a graduate engineer would be on up to £25,000. It is certainly possible for those people to earn more elsewhere, but we believe this is a business with real potential and people like the fact that after some time there are opportunities to receive shares in the company. ■



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What's it like to be a... renewable energy expert?

Tom Beeley, 35, renewable energy expert, Fisher German



Tell us about your job

As a graduate surveyor, I work across sustainable energy and rural estate management. On the renewable side, we identify and assess opportunities from sustainable energy – whether that's clients investing in projects or getting involved in developer-led schemes.

I also assist with due diligence work for lenders and valuation of existing plant.

On the rural estate management side, I work with clients assisting in managing their rural estates – which can involve letting properties, arranging repairs and maintenance, plus dealing with access and wayleaves, among many other things.

There is overlap between the two, with farms and estates often involved with renewables or having opportunities for energy development among their wider property interests.

Are there a lot of job opportunities in renewable energy?

The number has shrunk over the past few years due to the decline in government subsidy for renewables, but there is seemingly a renewed government focus on reducing emissions.

The sector is now less reliant on subsidy schemes, which should make it more resilient and bring new opportunities.

Large-scale, subsidy-free solar has seen renewed interest in the past six months and such projects require more detailed appraisal to ensure they stack up financially.

How much time do you spend dealing with farmers?

Not a huge amount at present, because much of my work is with the more diversified aspects of businesses.

What skills do you need to do your job well?

As a surveyor, you need to be able to communicate effectively – be that with clients, farmers, tenants or third parties like local authorities.

You have to understand the clients' needs, plus be able to explain regulations and communicate information clearly.

Renewable energy technology and legislation is changing fast – how do you keep up?

In some ways, the end of Feed-in Tariffs has meant there is less policy to keep track of, and less of a need to comply with scheme rules, which were being continuously adjusted.

However, subsidy-free projects bring new challenges, such as understanding more complex and variable income streams. The Renewable Heat Incentive has got continually more complex since it began.

Allocating time to read about these subjects and related policy as well as attending events is important.

You used to be an adviser at the Country Land and Business Association – why did you make the shift into private practice?

I thoroughly enjoyed my time with the CLA, but wanted to get more involved in project delivery rather than policy. I also wanted to get out of London, where I was based, and had decided to go back to university to study an MSc in rural estate management.

Tell us about the MSc

It was a Royal Institution of Chartered Surveyors (RICS)-recognised course, which I did with a view to then be able to do training to gain chartered status.

TOM'S TIP

Get involved with associations like the CLA, CAAV and NFU. They provide guidance and networking opportunities, but also valuable insight into big-picture issues

There was group of 35 on the course with a variety of ages and backgrounds, and everyone got along well. I was surprised by how many mature students there were, but it does seem to be a sector in which outside experience can be put to good use.

Returning to studying was enjoyable and surprisingly straightforward – perhaps because the resources are so much more accessible now than when I did my first degree.

You studied geography, environment and development at Durham. What made you choose that?

I hadn't decided on a career when I left school, so I looked for a course that covered the A-levels I had enjoyed most – geography, biology and economics.

It was mostly enjoyable, covering subjects from basic geology to development planning. Plenty of field trips were also an attraction, as was the university's reputation.

What advice would you give a young person wanting to pursue a career in renewables or rural surveying?

Take an interest in rural affairs generally to build up a broad understanding of rural business and the policy and legislation that affects it. This is really helpful for context to understand client decision-making, as well as identifying opportunities and risks.

What are the salaries like?

The larger firms tend to pay graduates about £25,000/year, with a few additional benefits, and they also cover the cost of qualifications with RICS and CAAV.

There is an element of lifestyle choice as well, since it is a role that will get you away from your desk, seeing interesting places and meeting interesting people. ■

What's it like to be an... agricultural solicitor?

Charlotte Razay, 31,
agricultural solicitor,
Michelmores

CHARLOTTE'S TIP

Get some work experience, too. You might have an idea of what it is like to be employed in a law firm, but you'll never really know until you try it

What made you want to become an agricultural solicitor?

Let's put it this way, it's not something they teach you about in law school. I'm not from an agricultural background, so I didn't set out intending to be an agricultural solicitor.

I ended up doing work experience with the founding members of Michelmores' Agriculture team in Bristol in 2011, having been introduced to one of the partners, Peter Williams, through his wife, who I met while volunteering at my local Citizens Advice Bureau.

What qualifications do you need to do the job?

There are now a number of different routes into a career in law. A law degree is not essential. Three of our partners were previously rural surveyors. The most common route, however, is still a degree, a conversion course (if you have not done a law degree), followed by the Legal Practice Course.

You then need the "golden ticket" – a training contract. This is essentially a two-year apprenticeship with a law firm, after which you are a qualified solicitor.

What personal traits do you need to do the job well?

It can at times be stressful so you need to be able to work well under pressure, you must be able to work as part of a team, have good communication skills, be able to think outside of the box, be enthusiastic – and have a sense of humour.

How tough is it to get into the profession?

The number of training contracts has continued to rise since the financial crisis, but it is still very competitive. Michelmores receives at

least 250 applications for the 10 training contracts we have available each year. The ratios at bigger city firms would be even higher.

But isn't it all about dusty books and obscure case law?

While it inevitably involves reading textbooks and considering case law, one of the reasons I love my job is because of the variety and the great clients and contacts I have.

One minute I can be hiking round a farm on a site visit, the next I'm sat behind leading counsel in the Court of Appeal.

Tell us about a particularly interesting case you've been involved in.

At the moment, I am particularly interested in the outcome of a five-day trial we had in May in the First Tier Tribunal (Property Chamber) Agricultural Land and Drainage.

We are acting for a tenant applying to succeed to his father's Agricultural Holdings Act tenancy who is having to defend the landlord's application for consent to a Notice to

Quit, on the grounds that it is in the interest of sound estate management to terminate the tenancy. This is only the second case of this nature that has been presided over by the Tribunal so it's groundbreaking stuff.

What's been the highlight of your career so far?

I am fortunate to have been involved in a number of high-profile cases at the cutting-edge of the law since qualifying as a solicitor in 2014. However, it's probably my involvement in *The Crown Estate Commissioners v Wakley* (acting for the Wakleys), which culminated in a 15-day trial in the High Court in 2016, in which the Wakleys were successful.

What are the areas of law that farmers most often consult the legal profession over?

Farmers, like anyone, need lawyers when it comes to doing the things we all do, such as buying and selling property.

I specialise in agricultural property disputes, so my practice area includes landlord and tenant, farming partnership disputes and proprietary estoppel claims. I also draft non-contentious agreements relating to land use and occupation.

What advice would you give a young person wanting to follow in your footsteps?

Work hard and don't give up, even if you face rejection.

What are the salaries like?

As a first-year trainee solicitor with Michelmores in Exeter the salary is £27,500, increasing to £29,000 in the second year. In Bristol, it's £31,000 increasing to £32,500. ■

What's it like to be a... farm manager?

Robert Yardley, 33, farm manager

Explain your role

I'm a farm manager looking after 1,050ha of cropping on an arable farm near Selby in West Yorkshire for Velcourt. I manage two full-time members of staff and there are five at harvest time.

This is my third year in the role, which involves everything to do with the day-to-day running of the business, such as planning and managing the cropping, record-keeping, staffing and machinery purchases. My goal is to make sure this is a sustainable and profitable business.

Was farm management always your goal?

Farming was not my first career choice, even though my dad was a dairy herd manager. Between the ages of 17 and 21, I spent time both in the armed forces and training as a chef.

But at 21 I realised I wanted to go back to my roots in agriculture, so got a job on a farm in Buckinghamshire and it confirmed to me that it was the right path. So I started thinking about how best I could get the right experience to fast-track my career.

How did you make the step from farmworker to manager?

I spent a couple of years working on farms in Australia and New Zealand to gain more experience, returned to the UK to work as part of a contracting team in Lancashire, set up my own straw haulage business and then moved to work on an arable farm.

At that point, at the age of 27, I decided to go to university, so I signed up for a four-year part-time course at Reaseheath, which led to a Foundation degree in Science and Agriculture.

I also made sure I grabbed opportunities that

VELCOURT: VITAL STATISTICS

- 99 UK farms managed, including 23 dairy units
- Total land managed covers 56,500ha
- Annual expenditure on inputs is £27m
- 74 tractors, mostly hired

came my way, including attending the Oxford Farming Conference as a scholar. This got me noticed by Velcourt and I joined its trainee scheme in 2016.

What do you enjoy most about your job?

The reality is, with land prices where they are, I'm never going to be able to own my own farm. But it's a privilege to have responsibility for a farm and be able to implement a vision.

In my current role, I've been working to reduce our horsepower requirements, implemented new cultivation techniques, changed the rotation and introduced sheep to the farm to help with soil management. It's exciting to see our plans coming to fruition.

How much of your time is spent in the office and how much outside?

I try to make it 50:50. It would be tempting to sit in the office more than this in the winter, but I make myself get out because it's a good time to do jobs like walking the watercourses to check that the drains are flowing.

What can be the downsides?

The commitment required means the hours can be long and this can make sustaining relationships a challenge. Digging out drains in

the middle of winter can be tough, but there's a satisfaction when the job is done.

What skills and experience are essential for your kind of role?

I really value the range of practical experience I have, which means that I'm never asking anyone to do something that I can't do myself.

But as a farm manager I also need to be able to develop a vision for the business and to build a business case for my decision-making. You've got to be able to make decisions – although they won't all be right.

Being open to change is also important – I probably moved house five times in the first year as I moved around different estates (although this is very unusual).

What tips or advice would you give to someone wanting a similar role?

Get plenty of practical experience, as it gives you confidence.

I'd also say explore opportunities for learning and self-development.

One of the aspects I have come to appreciate most about working for a large business like Velcourt is that you are part of a team, and so there's always someone to bounce ideas off, or just talk to, so you never feel alone.

The trainee programme also means I have benefited from a formal structure to my career development. I also enjoy being set targets and the reporting element of my job – it keeps me focused and sharp.

Give us an idea of salaries in the sector?

Velcourt pays a starting salary for trainee managers of between £27,000 and £30,000, with accommodation and a comprehensive training package provided. ■



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www.avarafoods.co.uk



What's it like to be a... **rural planning consultant?**

Sally Moore, 31,
planning consultant,
Moule & Co



Tell us about your job

As a planning consultant and rural chartered surveyor, I help farmers and rural business owners make the most of their land, buildings and skills. It can embrace everything from making suggestions for the design of a barn conversion, deciding whether a proposal meets the necessary regulations, or working out what capacity is needed for a grain store.

Is it like being part-architect, part-lawyer and part-land agent?

Absolutely. A normal week can be very varied; I could be walking round farm buildings, drafting a planning application, speaking at a committee meeting or liaising with architects.

What skills do you need to do it well?

Being able to explain yourself clearly – whether to clients, other consultants, the council or other members of the team – to make sure everyone is on the same page is important.

Obviously, there are important technical skills too, such as understanding the planning process/policies and being good with IT, but those come with time and experience.

What qualifications are necessary?

My Central Association of Agricultural Valuers qualifications put me in really good stead for helping to see the bigger picture when considering all the different elements rural business owners need to take into account if they're thinking of making changes. I gained my Royal Institution of Chartered Surveyors qualifications while in work and now aim to do the same with the Royal Town Planning Institute.

How important is your agricultural background?

Most of the clients I work with are farmers or landowners, so it has been very helpful.

DID YOU KNOW?

Rural planning consultants deal with professionals from many sectors, including farmers, landowners, solicitors, architects, estate agents, builders, landscapers and council officials

It might be being able to break the ice with a new client by talking about their cows or wheat crop, understanding the terminology they use, or being able to step back to look at their business as a whole and see how it can all work together. I don't think it's essential to come from a farming background, though – these things can be learned by spending time on farms or even taking a basic agricultural course.

Using land and buildings in new ways is going to become ever more important to farmers, right?

I speak to more and more farmers who know they want to do something "different", but might not be sure what, or how. The most common reasons are to bring in an extra income stream so they are less reliant on the core farming income, and to create employment for family members.

Tell us about a professional moment you'll never forget

For me, the most memorable moments are when you really help a family to achieve their goals. The first project that I achieved remains

my favourite. It started off as an exercise looking into the viability of different diversification projects on a farm, which then turned into applying for planning permission for tree-house-style holiday cabins in an isolated field overlooking the Malvern Hills.

We successfully overcame issues with visual impact, ecology, design and access; three years later, the first guests have stayed on the site and the cabins look fantastic.

The family have an extra string to their bow and can carry on farming, knowing they have some supporting income and the stability that offers.

What's the bit of the job you like least?

Dealing with difficult planning officers and the bureaucracy of the planning system. Most planning officers are really helpful and generally want to work with you, but not all – so occasionally you feel like you're banging your head against a brick wall.

What advice would you give a young person wanting to follow in your footsteps?

Get some work experience. Most companies are happy to help if they can and you can learn a lot from shadowing someone for a few days. A lot of careers advice for planners seems to be geared more towards being a planning officer than a planning consultant, so don't be afraid to ask specifically about consultancy roles in the countryside.

What are the salaries like?

Rural salaries are generally less than town planning, but starting/junior salaries would be in the region of £20,000-£25,000, rising with experience and qualifications. Senior planning consultants could expect £40,000-plus. ■

What's it like to work in... animal genetics?

Stephen Waite, 31, managing director, JSR Genetics and Pigs

What made you opt for a career in animal genetics?

It was purely accidental. I was good at biology in secondary school, so studied that at university and ended up specialising in human genetics in my final year.

I sent a speculative email to JSR, as I was aware of the work it did. I explained that I was OK at genetics and, given that it is a genetics firm, I asked whether we could help each other out.

What role does JSR Genetics play in the livestock sector?

JSR Genetics supplies breeding stock globally, although our focus is the UK market. We have about 35% market share in the UK, which comes from both selling semen and live breeding stock.

We have about 7,000 sows, producing 50,000 parent gilts to sell for customers to breed from, as well as 300 stud boars producing some 500,000 doses of semen annually.

What sort of work does a geneticist do day-to-day?

Genetics is mainly numbers these days, so it involves a lot of quantitative genetic work, which is essentially the mathematical prediction of which animal will earn a customer more money and then using those to form a breeding programme.

Each animal is assessed on a multitude of traits, from growth rate to meat quality. All of these are individually measured and used to generate an index for the animal, which is directly related to how profitable the animal's offspring should be for the customer.

These indexes can be changed depending on what market we are selling the animal into, or even what supply chain these animals may be sold on.

A geneticist's role also can involve other R&D. At JSR, we are working, for example, on meat quality and even pig in-vitro fertilisation, which is a more sustainable way to move genetics around the world.

Did you come from a farming background – and is it necessary?

My family runs a livestock haulage company, so I have an understanding of farming, but I wouldn't say it's a deal-breaker these days.

What sort of qualifications are required?

A degree in science or maths is a great help.

What do you say to science graduates who think agriculture is boring?

It absolutely isn't. I've had the chance to travel the world, be on TV, speak alongside

celebrities and make some great friends. It's hardly just a desk job.

Tell us about your career route to becoming MD and what your role now involves

Having joined as a graduate in 2009, I went from trainee geneticist to head of science in 2011, then became head of technology transfer in 2013. I left JSR, as I wanted

to try my hand at London living, then rejoined as technical manager in 2016. While I wasn't a fan of the city, I learned a lot about how to streamline costs and improve efficiencies during that spell as a technical director at a feed manufacturing PLC.

Back at JSR, I developed into a commercial manager, then commercial director before becoming managing director (designate) in 2019.

As well as the genetics company, my role includes looking after our commercial pig business, which has 3,500 sows producing slaughter pigs for meat, as well as acting as a test base for our genetics products.

What's the secret to getting promoted quickly?

It sounds strange, but asking to do something that probably is beyond you, but you know you can learn, does help your progression.

Management responds to ambition when it's backed up with some skill/effort. Another area is not being afraid to be wrong. I have been wrong quite a few times, but learning from it and showing you have learned is an important trait.

What advice would you give to someone wanting a career in animal genetics?

Do it! Don't be afraid to contact a company, even if they aren't hiring, enquiring about opportunities.

What are the salaries like in the sector?

Graduates get paid very well these days (nearly 60% more than I started on 10 years ago!). We currently offer graduates £22,000/year and a house, so it's a total value of about £28,000. ■



JSR GROUP FACTS

- Founded by John Sykes Rymer in 1958
- Comprises JSR Farms and JSR Genetics
- One of the largest family-owned farming businesses in the UK
- Farms more than 4,000ha in East Yorkshire
- Strong focus on science-based innovation and well-trained people
- Teamed up with Bishop Burton College to run a new academy, helping aspiring young farmers launch their careers

What does your role involve?

My husband, Rupert, and I own and run a farm shop and 100-seat café, which we built on my family's farm. I'm a bit of jack of all trades – I need to know a bit about a lot of things, everything from farming and food hygiene to accounting and HR, although, as we've got bigger, we've employed specialist managers.

Much of my time is spent planning and buying ahead (I was working on our Christmas range in July!) and liaising with my department heads, looking at figures and deciding priorities.

We employ about 50 people, so I don't spend a huge amount of time on the shop floor these days, although I'll help out if we're particularly busy.

What were you doing prior to this?

I worked as a fashion buyer in London for 15 years for Monsoon and River Island. Rupert and I came back to Staffordshire 12 years ago because we didn't want to have a family in London and were keen to launch this business. We started small, converting the old milking parlour, then expanded into bigger purpose-built premises in 2013.

Is coming from a farming family a good grounding for a career in the farm shop sector?

Retail certainly isn't a 9-to-5 business, so it has that in common with agriculture. Just being passionate about your products and knowing a lot about them isn't enough, though – getting retail right is incredibly complex.

People-management skills are one of the key areas and if you've only ever worked on the family farm, you might not have much experience of this. Having a spell working elsewhere is worthwhile, as working for someone else makes you a better boss yourself.

What other skills are important?

You need to be good with detail. I'm naturally analytical and my previous jobs taught me how to analyse figures. You have to be a good people person, too, as customers always want to talk to you.

Presumably there is a range of jobs connected to the farm shop sector?

Absolutely. There are a lot of very professional set-ups with multimillion-pound turnovers these days and they need employees in all sorts of roles – whether that's butchers, bakers or front-of-house jobs such as chefs and waitresses in cafés and restaurants.

The big enterprises often also recruit people to help with events and their online/social media presence. Social media is massively important now, partly because people eat with their eyes.

What's the best bit of the job?

I enjoy planning ahead, which is partly about seeing the big picture in terms of customer trends. Obviously, there's a lot of focus on

What's it like to... run a farm shop?



Emma Evans, 49,
Denstone Hall Farm
Shop and Café,
Staffordshire

EMMA'S TIP

Join the Farm Retail Association – the body representing farm shops and farmers' markets – to learn from like-minded people via its events, courses and awards

reducing plastic use at present, which I'm passionate about.

What's the part you like least?

Living on site makes it hard to switch off and, as anyone who runs their own business and has small children will know, it's a juggling act. The danger is you say yes to everything and that can make things difficult.

What's career progression like if you work for someone else?

If you work in a small farm shop, especially if

it's run by the owners, there aren't always lots of openings for progression, but the bigger ones can offer great opportunities.

Unlike some of the national retail businesses, which have more rigid structures and procedures, farm shops can really focus on individual team members' careers and find innovative ways to reward people on their merit.

What advice would you give a young person wanting to follow in your footsteps?

If you'd like to run your own farm shop, work for someone else first. Get a job where they'll invest in your training and development and where you can spend time with the boss so you can learn from them.

What are the salaries like?

The biggest farm shops offer graduates salaries similar to those you'd get in a supermarket, but it varies depending on where you are in the country.

We work with a lot of apprentices and the current minimum wage for an apprentice is £3.90/hour, but you're learning a skill on the job and you probably won't end up with the same debt you might if you went to university instead. ■



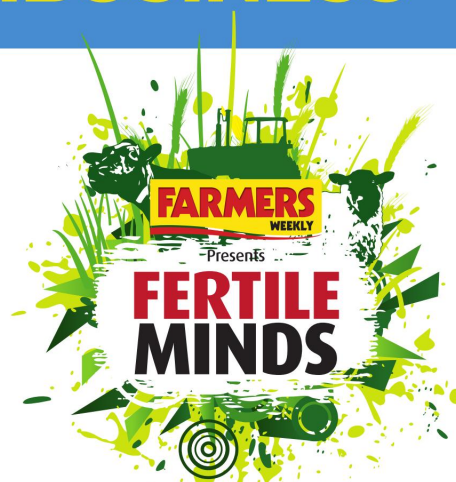
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What's it like to be a... herdsman?

Sam Walton, 30,
herdsman, Cheshire
East Council



Tell us about your job

I've worked at Tatton Park Farm since 2015. The park – one of Cheshire's top tourist attractions – is owned by the National Trust, and financed by the council. I look after a small herd of Red Polls and am heavily involved with educational work, teaching some of the 80,000 visitors a year about agriculture. People say don't work with children or animals – I do both!

What are your responsibilities as a herdsman?

Everything from feeding, bedding up and milking to looking after calves, haymaking and mucking out. I also keep 15 Hereford cattle of my own on a patch of land I rent nearby.

What's the appeal of working with livestock?

There are cows everywhere you look in Cheshire and I grew up on a family farm near Northwich, so I have always known my career would involve cattle.

I started breeding my own Herefords when I was 12 and, from that moment, I've been obsessed with livestock. It's hard work, but it's so rewarding seeing new life when animals give birth.

Another highlight was when we won the Red Poll Cattle Society's Best Small Herd in the UK award in 2017.

A big part of your role is talking to the public, right?

There's a lot of criticism of livestock farming, so, as farmers, we have a huge opportunity – and a responsibility – to teach people the facts about food production.

I also present the Saturday morning breakfast show on Cheshire Silk 106.9, so I bring as much farming into that as possible.

JOB SATISFACTION

Highs

- Sense of satisfaction and pride from working with animals
- Good salaries available for talented, hard-working people
- Showing livestock can be fun and rewarding
- Great camaraderie within the livestock sector

Lows

- Can require very long hours
- Can be physically tough
- Diseases – such as TB – can be devastating for stock and staff
- Career progression is sometimes difficult without moving employer/area

Would you recommend going to agricultural college?

Definitely. They're the best years of your life. I studied for a National Diploma in Agriculture at Reaseheath. College opens up your mind to different approaches. After I finished the course in 2008, I worked on the college's dairy unit for six-and-a-half years.

Are good herdspeople born or made?

You need to have an initial enthusiasm to work with livestock – and you're either born with that desire or you're not. But if you have that, you can develop the rest.

Being a good stockperson is all about really knowing your animals so well that, when something changes or is wrong, you can immediately spot it. And there is no better way of getting to know your stock than by spending time with them.

You recently went to New Zealand – tell us about that

I was awarded the John Platt travel scholarship by Reaseheath College and the Cheshire Agricultural Society, so went there to see how farmers are engaging with the public. It was a fantastic trip and I learned so much. I'd advise anyone to travel if they can. You can earn a bit of money and you'll bring back loads of ideas.

Are you optimistic about the future for livestock farmers?

Yes. In a world of TB, rising input prices and challenging returns, there can be times when you wonder if it's worth all the hard work – but it so is. There are many more good days than bad days.

What advice would you give a young person wanting to follow in your footsteps?

There are always obstacles if you want to work with livestock – whether it's finding the right employer or a lack of money or land if you're trying to go it alone. But don't give up. Opportunities do arise, so you have to be ready when they do. It's also important not to be so focused on your dream scenario that you miss other opportunities. Get involved with a breed society, too. The Hereford Cattle Society has been a massive help and support to me.

What are the salaries like?

There's a shortage of skilled herdsmen and herdswomen, so if you're good at your job, willing to graft hard and are prepared to move location, there are some great opportunities. There are some herd managers in their 20s or 30s who earn £30,000-£40,000/year and the very best farm managers on big livestock units can earn £45,000-plus. Many of these will have started as herdsmen or herdswomen. ■

What's it like to be a... **food scientist?**

Alice Jones, food scientist, University of Nottingham

How would you sum up your current role?

I'm part of the University of Nottingham's Food Innovation Centre, carrying out short-term research projects with small and medium-sized food and drink enterprises (SMEs), tailored to investigating specific technical questions they have. It's nice and varied.

What sort of responsibilities do food scientists typically have?

Food scientists can work in research and development, food safety, microbiology, quality or sensory and consumer science departments in food manufacturing companies, universities or private research organisations.

They can cover the whole of the food supply chain, from raw material production on the farm, all the way through to product formulation, process development, the science of packaging and the measurement of consumers' responses to products.

What made you want to become a food scientist?

I did a module in A-level chemistry about the chemistry of food, and was fascinated by the way science can be used to understand how to make a product taste great or have a specific characteristic or functional property.

You've worked with a number of SMEs producing food and drinks with a strong local provenance. What's the buzz of working with such businesses?

I grew up cooking and home-growing my own food, so I have always valued good-quality, excellent-tasting, local food. We should all know and care about the places and people behind the food we eat. SMEs that produce products with provenance usually care deeply about all those factors; they share the same values as me.

What's been the highlight of your career so far?

My eureka career moment has been discovering that I really like working in roles that involve a partnership between a university and a food manufacturing business. I have access to all the latest research and knowledge

in food science at the university, which I apply and translate into a format that is useful to address a specific problem or question from industry. I directly see (and usually taste) the result in the form of a new or improved product or process.



ALICE'S TOP TIPS

- Take all opportunities you can to do work placements and industrial years while you are studying to help put what you are learning into context.
- Don't be afraid to try out lots of different roles in lots of different corners of the food industry in the early stages of your career. This will help you find out which jobs and organisations best suit you and your values.

Do you get to try lots of delicious products?

Since I specialise in the sensory and flavour science side of food science, it would be remiss to not try the products I am working with! Working with SMEs often means you deal with artisan or premium product sectors, too.

One of the common things you will hear me saying on the job is: "Yes, but does it taste good?"

What's the most challenging aspect of working in food science?

Each time you work with a new food or drink category, you have a lot of learning to do to build up sector-specific knowledge.

There is often an expectation that you can readily switch between multiple subjects in one day.

You might need to answer a question on food safety (microbiology knowledge) one minute and then explain how to maximise flavour impact the next (chemistry and sensory knowledge).

What sort of experience and qualifications are needed to do the job?

A degree in food science, accompanied by as much practical experience as possible. I spent the two summer holidays during my degree course on work placements in the product development kitchen of a large food manufacturer and in a government food-analysis laboratory.

Are the opportunities in this field increasing?

There is certainly no lack of positions available for food scientists – especially in food manufacturing, the demand for people qualified in this field outstrips supply. Everybody needs to eat, so the agri-food industry is quite a safe bet in terms of being able to find employment.

What are the salaries like?

The average food scientist salary is not going to get you rich quick and you have to work hard for the money you do make. However, you are unlikely to ever have moments of unemployment. A typical starting salary for a new graduate would be £20,000/year. ■

What's it like to be a... technical agronomist?

Ed Ford, 30, technical
agronomist, Beeswax
Dyson Farming



How is your job different to a traditional agronomist's?

I do some agronomy, but I'm also heavily involved in managing, analysing and interpreting data across all of the company's 10,000ha in Lincolnshire. I have some responsibilities for logistics (about 150,000t of crop passes across a weighbridge every year) and traceability (I've been developing our epassport scheme). Mine is a new role at Beeswax, reflecting how the industry is changing.

How did you end up in the role?

I come from a family farm in Pembrokeshire, but originally wanted to join the police force. When I applied, they said I didn't have enough life experience, so I went travelling for four years around south-east Asia, Australia, New Zealand and central and South America.

While I was away, I decided farming was what I really wanted to do, so I went to Harper Adams, aged 22, to study farm business management. After I graduated in 2015, I started with Beeswax as a trainee farm manager, then became assistant farm manager, then got this position.

Why is data so important nowadays?

There is masses of data available these days, and you can learn a huge amount from it if you know what you're looking at and for.

We use Gatekeeper software and every single operation is inputted into that. Every harvested load is weighed and every third load is sampled – so every ounce of grain or maize is allocated to a particular field.

We're taking lessons from fields that are yielding well and applying them to the ones that aren't to bring up the overall average.

Tell us about your drone experience

We have a drone and I'm out with it at least twice a week, using it for targeted crop assessments and field measuring. It means I can be more efficient with my time, but it doesn't in

itself provide all the answers – it's just one of your tools.

What traits do you need to do the job well?

I'm technically minded and love facts and figures; I enjoy understanding why things are the way they are, so can't get enough of David Attenborough and Brian Cox! I've learned a lot about communication since I've been here – it's about making sure you talk to the right people at the right time. I've got better at delegating and asking for help, too.

What are the advantages of working at a big company such as Beeswax Dyson Farming?

Because Beeswax is changing so quickly, you get a lot of responsibility and there are many opportunities. The firm also has a strong culture of training and development – they put me through my Basis and Facts qualifications and are now supporting me to study my diploma. The company is sufficiently large, progressive and influential that it can help change agriculture in ways we think are important for the whole industry – for example, by pushing strongly for electronic grain passports.

DID YOU KNOW?

Beeswax Dyson Farming is a family-owned agricultural company, founded by inventor and entrepreneur James Dyson

Because life is so fast-moving, it can be challenging, but I love my job.

How is technology changing the nature of jobs in farming?

Technology and data won't ever replace farmers. It will, however, mean more skilled operators will be needed to run the kit, along with people who can understand, interpret and sense-check information against what's happening on the ground. At present, a lot of technology isn't quite there in terms of its practical application, but in 10 years' time, many of the exciting concepts people are talking about will be happening.

How do you keep up with developments in new technology?

By attending industry shows like Cereals and Agritechnica, along with trials events. I read the farming press and the internet, of course.

What advice would you give someone wanting to follow in your footsteps?

Young people can feel pressured to follow a particular career course, or to know what they want to do for the rest of their lives, but it's fine to keep an open mind. If you're not sure, don't worry; you have your whole life ahead of you. I also can't recommend travel enough.

What are the salaries like?

When I left Harper, typical graduate salaries were £19,000-£29,000. It's important to consider the other benefits of a job, too, such as training and promotion opportunities. Within four years, my salary had increased by £11,000. ■

EMPLOYER PROFILES

Meet the organisations that can make
your farming career a reality



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TURN OVER TO FIND OUT MORE ABOUT
THESE AGRICULTURAL EMPLOYERS AND
WHAT THEY CAN OFFER YOU...



Technology is key to tackling the global challenges involved in sustainable food production. But the farming industry needs highly skilled and innovative people if it is to fully embrace the opportunities tech offers...

Who we are

Agri-EPI Centre is one of the four UK Centres of Agricultural Innovation. The Centres are the result of a unique collaboration between UK Government, academia and industry to drive greater efficiency, resilience and wealth across the agri-food sector. A £90 million investment from the UK's strategic innovation agency, Innovate UK, is enabling them to harness leading UK research and expertise as a well as build new infrastructure to boost and support agri-tech innovation.

Agri-EPI aims to be the go-to enabler of innovation in precision agriculture. We create the opportunities and environment to advance new engineering technologies that provide integrated solutions to the key UK and global agri-food challenges. We seek to accelerate the uptake of technology and boost farming's productivity and sustainability. We provide world-class R&D facilities, connect academia and industry and progress next generation technologies such as sensing, imaging and robotics.

To help ensure that new developments actually reach farming's front line, we

partner with 28 'satellite' farms across the UK where new technologies and techniques are researched, developed, trialled and shared in commercial farm settings.

Why work for us

We are a new and fairly small company at present but we have an ambitious strategy for growth over the next five years. In order to build upon and increase our impact, we anticipate that we will be seeking more talented, skilled and dynamic people who share our existing workforce's passion for innovation.

What sets us apart

There is really no other company like us in the UK. We are creating an expansive, cross-disciplinary network, along with a UK wide range of cutting-edge assets, giving us the capabilities, collaboration opportunities and, ultimately, the impact to make a real difference in one of the world's most challenging yet exciting sectors.

THE FACTS

Careers website:

www.agri-epicentre.com

Location:

- Northern Hub, Edinburgh;
- Midlands Agri-Tech Innovation Hub, Newport,
- Southern Hub, Cranfield and
- South West Dairy Development Centre, Shepton Mallet.

Number of employees:

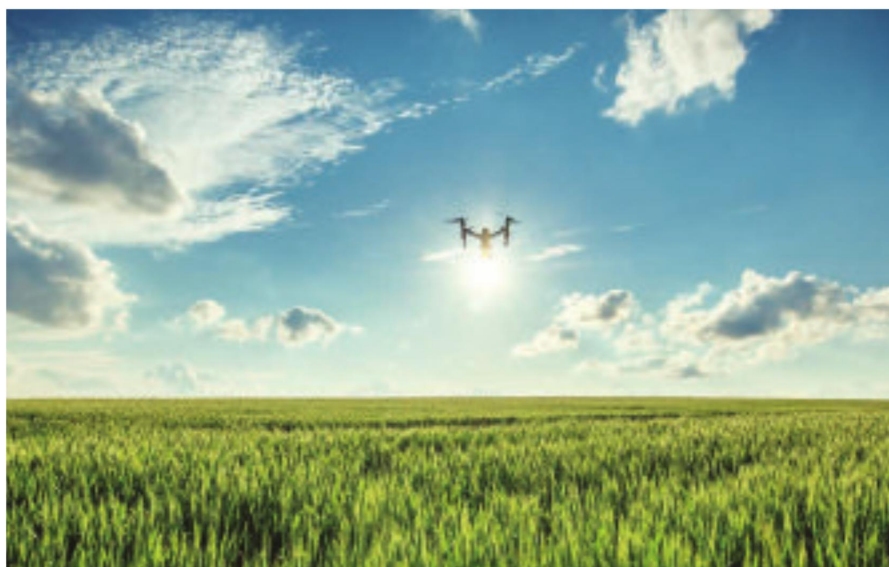
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Contact details:

E: enquiries@agri-epicentre.com

T: 0131 239 7100

Follow us on twitter: @agri_epi





The fourth agricultural revolution isn't being driven by tractors, combines or drones. It's being driven by data. And the people working with Agrimetrics are at the centre of that 'smart farming' revolution

Who we are

Agrimetrics are creating the World's first agrifood data exchange – a platform for acquiring, monetising, managing and using agrifood data.

Customers range from sensor manufacturers looking to generate revenue from their data, to agronomists seeking more information on the fields they manage, to researchers building the next generation of smart tools and predictive models.

Agrimetrics is one of four UK Agri-tech Centres of Agricultural Innovation. Set up with a £90m investment from the UK's strategic innovation agency, Innovate UK, the four centres are the result of a unique collaboration between UK Government, academia and industry.

Who works for us

Many of our team have advanced degrees and experience in research (around one third have or are working towards a PhD).

Some have backgrounds in agriculture. For example, our business development team have worked for well-known Agri-tech start-ups, large agribusinesses and

have a family history of farming. Others have no agricultural experience at all, but come to us with a strong professional background in data and analytics.

How to join us

It's rare to join a company like Agrimetrics straight from college or University, though you may find entry-level customer service or sales roles.

If you're interested in technical roles in data science or software development, but don't have the required skills, then you can contact us for guidance and advice.

THE FACTS

Careers website:

www.agrimetrics.co.uk/careers

Location:

Harpenden, Hertfordshire
Reading, Berkshire

Types of work:

- Software developers
- Data scientists
- Business development

Benefits:

- Competitive salary & benefits
- Flexible working
- Excellent professional development & training opportunities

Number of employees:

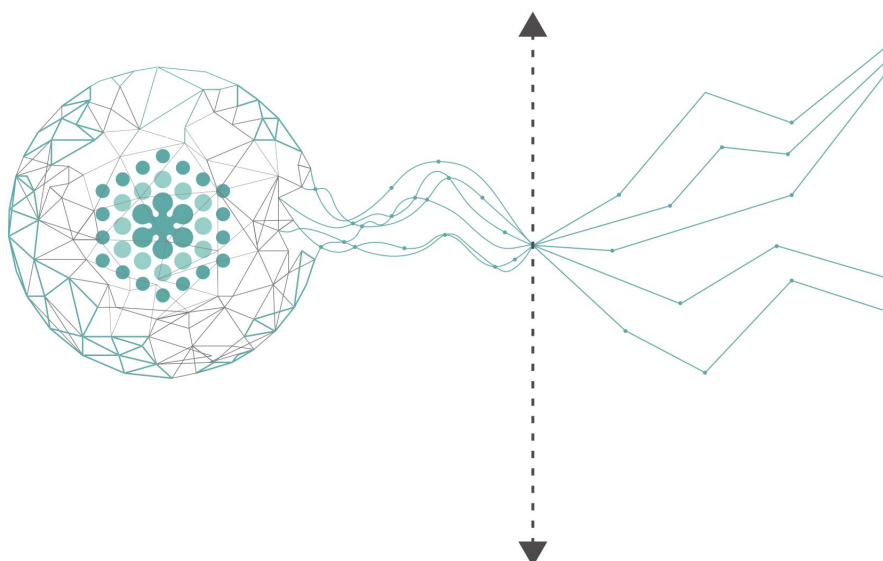
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Contact details:

E: jobs@agrimetrics.co.uk

Head office:

Agrimetrics, Lawes Open
Innovation Hub, Rothamsted
Campus, Harpenden, AL5 2JQ





The evolution of digital data has led to a global commercial focus on sensor technologies and other digitally enabled areas within agritech. So, if innovation is a key driver in your future career choice, read on.

Who we are

We are CHAP and we bring together scientists, farmers, advisors and pioneers to advance crop productivity and yield around the world.

CHAP has an impressive and growing network of partners, including key businesses working across the agricultural, scientific research, retail and academic sectors. We work with these partners to understand industry challenges, drive research and innovation and develop and trial solutions that can transform crop systems. The overall aim is to translate and promote these solutions for market adoption and improved crop productivity.

CHAP is one of the four UK Centres of Agricultural Innovation, the result of a unique collaboration between UK Government, academia and industry to drive greater efficiency, resilience and wealth across the agri-food sector.

What sets us apart

By turning agricultural innovation into commercial opportunities for UK businesses, encouraging inward

investment and improving farming practice, we are making a real difference and along with our sister centres, we strive to improve the economic performance of UK farming through the development and uptake of technologies, knowledge, and practices. By opening up opportunities for transformational change in the sector not possible in current structures and resolving challenges that no one part of the sector can address alone, our state-of-the-art capabilities and breadth of knowledge among our people are second to none.

Why work for us

Agriculture is not all about farming. There are a number of career opportunities on offer from plant science to marketing to crop research. We all need to work together to ensure a sustainable future for generations to come, so if you're keen to find out more, come and have a chat with us at the Ag Pavilion at New Scientist Live or check out our current vacancies at <https://chap-solutions.co.uk/vacancies/>. We are on the look out for enthusiastic, dynamic and talented people that are ready to hit the ground running...

THE FACTS

Careers website:

<https://chap-solutions.co.uk/>

Chap values

Innovation: we seek out pioneering ideas and better ways of working

Synergy: we build on positive collaborative partnerships

Inspiration: we believe in a better future through advanced technology, sustained productivity and affirmative environmental impact

Trust: we work confidently, professionally and assuredly in all we do

Number of Employees

20

Location

Head Office, York
Network, UK-wide

Contact details:

E: enquiries@chap-solutions.co.uk

T: 01904 462062

Twitter @CHAP_Enquiries

LinkedIn Crop Health & Protection (CHAP)





Love the idea of being part of a multi-billion-pound global industry that's amongst the most innovative in the world? One that offers arguably the greatest choice of fascinating career options of all industry sectors. Read on!

Who we are

CIEL operates at the heart of the livestock industry – one of the most vibrant, innovative and high value sectors within UK agrifood.

We are one of the 4 UK Centres of Agricultural Innovation. The Centres are the result of a unique collaboration between UK Government, academia and industry to drive greater efficiency, resilience and wealth across the agrifood sector.

CIEL brings people together to help solve grand challenges facing livestock production – from making the most of available land & water, reducing the spread & impact of disease, to reaching net zero greenhouse gas emissions across supply chains.

We work in partnership with 12 of the UK's leading universities and colleges. Each offers a vast range of learning opportunities, from vocational qualifications and apprenticeships to degrees and PhDs in a huge range of agriculture-related subjects.

We also work alongside some of the most innovative companies in the world,

who are committed to investing in the right people, research and technology to discover new ways to help transform UK food and farming. Innovations range from wearable sensors that track animal health and behaviour to alternative treatments to combat resistance to antibiotics.

How you can be part of the new agricultural revolution

This is an exciting time to get involved in agriculture – we need to find sustainable ways of producing enough nutritious food to feed an ever-growing population. Enthusiastic, talented people with an innovative mindset are needed to help revolutionise the agrifood industry.

What if agriculture isn't for me?

We'd encourage you to think again! Some mistakenly view agriculture as a slow paced, traditional sector with limited opportunities beyond feeding animals and growing crops. This is far from the reality. The 21st century agrifood supply chain is fuelled by people with a passion for doing things differently to deliver healthy, sustainable and safe food for future generations.

If this sounds like you, find us in the Ag Pavilion at New Scientist Live. We can help inspire, inform and direct you towards a future career in a varied, dynamic and important industry.

KEY INFO

Website:

www.CIELivestock.co.uk

Location:

UK-wide Network

Headline Facts

- Work with all farmed animals – chicken, pigs, sheep & cattle
- One of the largest alliances of livestock researchers in the world
- Network of Member companies encompassing all aspects of the livestock supply chain
- Delivering the greatest investment in livestock research capability in a generation
- Development of and involvement in research initiatives valued at multi-million £s

Main area of activity

Promoting and translating research & innovation by helping businesses to

- **Connect** with new UK research capability and insight
- **Engage** in innovation to stimulate new ideas and opportunities
- **Access** additional skills and resource
- **Meet** potential partners
- **Identify** research funding
- **Develop** project proposals
- **Manage** project delivery

Contact details:

E: enquiries@cielivestock.co.uk

Keep up to date

Twitter @CIELivestock1

LinkedIn Centre for Innovation Excellence in Livestock

Help to address grand challenges for livestock production

- Climate Smart Food Systems
- Anti-Microbial Resistance
- Food Integrity
- Health Diagnostics
- Gene Technology
- Farm Decision Support Tools
- Resource Efficiency



CLAAS believes investment in people is as important as investment in products and technologies. Good people build great companies and CLAAS UK provides great career opportunities at Apprentice level and for more experienced employees.

An exciting business

"Many people fail to appreciate that agriculture is an exciting industry, with machinery that uses state-of-the-art technology on a par with aerospace and other cutting-edge industries. It is an industry that has embraced the internet, satellite technology and computers like no other, as we continue to develop machinery that will help farmers feed an ever growing population," explains Trevor Tyrrell, CEO of CLAAS UK.

"Service engineers are the backbone of our business and there are many opportunities to join one of our CLAAS dealers in the UK, either as a qualified service engineer having completed a college course, or by enrolling on our industry leading four-year CLAAS Agricultural Apprenticeship scheme based at Reaseheath College in Cheshire or SRUC Barony in Scotland".

Apprenticeships

Having completed a CLAAS Apprenticeship, as a young engineer, you will find yourself working on some of the most technically advanced machinery

in the agricultural industry. You'll be well looked after, with a designated mentor who will advise and support you. CLAAS also actively encourages ongoing training allowing you to expand your skills and progress to the higher level Master Mechanic or Master Technician status.

Experienced Engineers

We are also always looking for experienced engineers and not necessarily from within the agricultural industry. With ongoing training and support from the CLAAS Academy at Saxham, if you have the motivation to learn new skills, we have the resources to help you succeed

Undergraduate Opportunities with CLAAS UK and our Dealer Network

Those more interested in Product Management or Sales and Support roles can enrol in a 15 month student placement at CLAAS UK or its dealerships. At the Saxham headquarters there are further placement opportunities within IT, Sales and Marketing, Parts and Training.

Graduate Opportunities

For graduates, the 2 year CLAAS Management Trainee programme offers a range of positions within the company and the dealer network. With ongoing training over the 2 years, positions are available across the business from Product Support to Finance, IT and HR.

THE FACTS

Careers website:

<https://www.claas.co.uk/company/jobs-careers-uk>

Location:

UK and Ireland

Types of work:

- Service Engineers
- Field Sales Managers
- Administration
- IT / Business Services
- Parts Technicians
- Service Technicians
- Sales and Marketing

Number of employees at CLAAS UK:

95

Number of graduate vacancies at CLAAS UK:

2-4

Number of apprentices per year at CLAAS UK:

15-20

Employee Benefits

- Incentive Schemes
- Excellent sick pay
- Up to 28 days holiday
- Holiday purchase scheme
- Flexileave
- Cycle to work scheme
- Free eye tests
- Life assurance
- Discounted Vodafone

Contact details:

Head office:

CLAAS UK
Saxham
Bury St. Edmunds
Suffolk
IP28 6QZ

T: 01284 763100





G's is one of Europe's leading fresh produce companies, growing and supplying the finest quality salads and vegetables to major UK, and many European retailers.

Who we are

G's farm over 13,000 hectares across the UK, Spain, Czech Republic, Poland and Senegal, ensuring year-round supply. Our range of conventional and organic produce includes lettuce, celery, radish, beetroot, mushrooms, onions and prepared products.

Growing the majority of crops from seed in our own greenhouses, G's is fully vertically integrated from seed to shelf and is driven by market leading innovation and customer insight.

Established in 1952, G's remains a family business with very strong values for its people, its customers and its suppliers, as well as respect for the environment and nature.

Why work for us

G's is an incredibly exciting place to work. Being at the forefront of modern food production means it is fast-paced, stimulating and rewarding. We work with some of the biggest retail brands in the UK, Europe and USA, and want people who will do what's right for G's and our customers.

The career opportunities are plentiful, and our enviable staff retention record is testament to this.

We attract many of our future leaders through our 2-year Management Training Scheme and are always on the lookout for talented people to join us.

G's offers all our staff a place to learn and grow, with careers, job opportunities and apprenticeships in Food Manufacturing, Engineering, Farm & Harvest Management, Agronomy, Technical & Quality Assurance, Operations, Logistics, Production, Supply Chain, Marketing, Innovation & Customer Insight, IT, Human Resources and Commercial, to name a few.

What sets us apart

G's is a truly vertically integrated grower-to-marketing organisation, managing the entire process from seed to shelf, via growing through to production and marketing.

The company is, at its heart, a family business with strong values for its people, its customers and its suppliers, as well as enormous respect for the environment and nature.

Our farms and production facilities are located throughout the UK, Spain, Eastern Europe, USA and South Africa.

THE FACTS

Careers website:

<https://www.gs-fresh.com>

Location:

Head office is based near Ely in Cambridgeshire

Number of employees:

7,000 globally

Number of graduate vacancies per year:

8

Contact details:

E: careers@gs-fresh.com

E: graduatescheme@gs-fresh.com

LinkedIn G's

Head office:

G's Head Office,
Ely
Cambs
CB7 5TZ

T: +44 (0)1353 727200





Would you like to be trained in engineering, electronics, hydraulics, diagnostics, communication skills, computing, sales and marketing? And work with cutting-edge technology to produce vital food, fibre and energy for the world?

Who we are

John Deere Limited is the UK and Ireland arm of the world's largest manufacturer of agricultural, turf, construction and forestry equipment. The product range includes state of the art tractors, combines, foragers, sprayers and mowers plus advanced FarmSight precision farming technology. All John Deere machines are sold and supported by a nationwide network of dealers that employ sales, parts, service and marketing staff as well as highly trained specialists in the key product ranges.

Why work for us

There's never been a better time to consider an apprenticeship with John Deere. The use of satellite navigation systems, Formula 1 transmission technology, computerised controls and advanced, fuel-efficient engines means the need for skilled people is ever present. It's not just about the machines either – sophisticated parts and service systems require the same skills too. The John Deere dealer of tomorrow is a

challenging business, with a wide range of opportunities and exciting prospects for talented, enthusiastic people from any background.

What sets us apart

John Deere's national, award winning Ag Tech, Parts Tech and Turf Tech advanced apprenticeship programmes are run in partnership with our dealer network and national training provider ProVQ at the purpose-built John Deere Apprentice Training Centre. It's a career path that can ultimately lead to the highest possible LTA Master Technician accreditation. Ag Tech was the first such scheme to be introduced in the UK and won a National Training Award at the end of 1997, the only one ever made to an agricultural machinery apprenticeship programme. New intakes are in September each year; apprentices need to be resident in the UK, employed and sponsored by a John Deere dealer and aged 16 or over. Like all apprenticeships, the programme combines on-the-job training with paid employment, leading to nationally recognised and valued qualifications. Apprentices undergo fully supported training, assessment and guidance, gaining valuable workplace skills by undertaking practical tasks and experiencing real-life challenges. You also spend eight weeks each year at the John Deere Apprentice Training Centre and at John Deere's head office.

THE FACTS

Careers website:

<http://apprenticeshipfinder.co.uk/john-deere>
<https://www.deere.co.uk/en/our-company/john-deere-careers/>

Location:

John Deere Apprentice Training Centre
 St James Business Park
 Radcliffe-on-Trent
 Nottinghamshire

Types of work & training:

- Ag Tech apprenticeship
- Customer Service Tech apprenticeship
- Parts Tech apprenticeship
- Turf Tech apprenticeship
- Service management
- Connected support – machine data handling
- Precision agriculture
- Customer care and product optimisation
- Parts management
- Sales management
- Business marketing

Number of apprentices per year:
 80

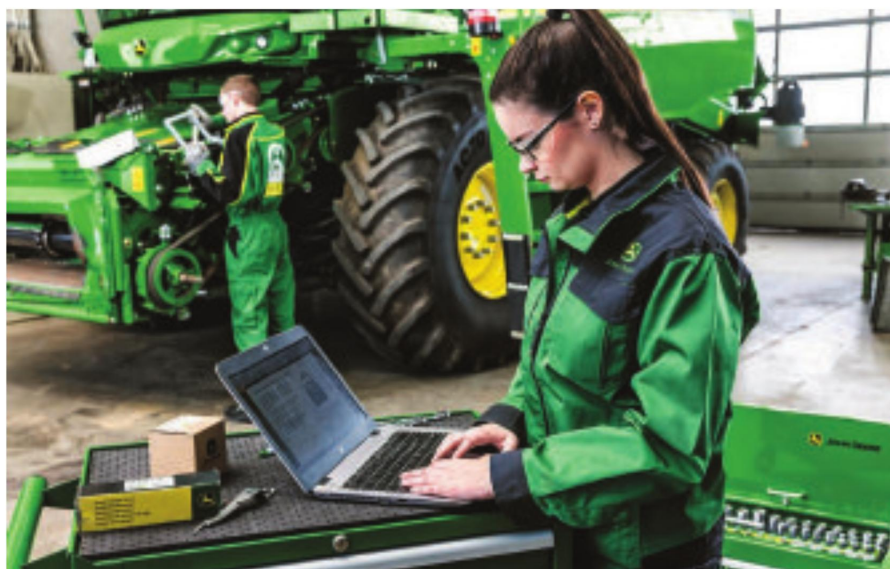
Contact details:

E: apprenticeshipfinder@provq.com
E: 31enquiries@JohnDeere.com

Head office:

John Deere Limited
 Harby Road, Langar
 Nottingham NG13 9HT

T: Freephone 0800 085 2522
I: www.deere.co.uk





John Innes Centre

Unlocking Nature's Diversity

The John Innes Centre is an independent, international centre of excellence in plant science, genetics and microbiology. We have a creative, curiosity-led approach with a view to translating that into societal benefits.

Who we are

Our research aims to address global challenges. Our knowledge of plants and microbes is important for increasing crop yield, resilience and disease resistance, as well as having a significant impact on industrial biotechnology.

We are home to over 40 research groups, who working on a variety of research projects or themes. Much of our research impacts on food security, human health and industrial biotechnology.

To enable our world-leading science, we have state-of-the-art technology platforms, 70 controlled environment rooms and glasshouses, an internationally recognised repository of crop germplasm resources and a range of facilities both on-site and at our nearby farm, that allow us to conduct field experiments in an agricultural situation.

Why work for us

Our scientific reputation is built on our commitment to excellence and to training and developing our staff and students.

The strength of our faculty and our diverse community creates a vibrant, dynamic and intellectually nurturing

environment for both training and scientific discovery and is a primary driver of our scientific effectiveness.

We are committed to the career development of all our staff and students and to an equal opportunities agenda that encourages flexible working, career development and work-life balance

Whether you have a passion for supporting scientific excellence or progressing fundamental or strategic plant and microbial science the John Innes Centre is the place for you.

What sets us apart

The multidisciplinary nature of our research will provide you with opportunities to contribute to fundamental and strategic areas of science, tapping into the wide range of expertise all around you.

As well as a competitive salary and annual leave entitlement, we offer numerous additional benefits. Plus there are the joys of living and working in Norwich

Don't just take our word for it, a recent staff survey indicated;

- 88% of respondents felt proud to work at the John Innes Centre
- 84% said the John Innes Centre is a great place to work
- 91% said they are supported to try new ideas
- 99% said they were interested in their work

THE FACTS

Careers website:

www.jic.ac.uk

Location:

Norwich Research Park, Norwich, Norfolk, UK

Types of work:

- Fundamental and applied scientific research
- Genetics
- Plant breeding
- Entomological research
- Horticultural support
- Technology platform support
- Scientific communication and knowledge exchange

Number of employees:

350+ including 150 staff from outside the UK, hailing from 38 countries

Number of graduate vacancies per year:

Each year we offer up to 30 graduate vacancies, including Masters in 'Plant Genetics and Crop Improvement'

Contact details:

E: comms@jic.ac.uk

T: 01603 450000

Twitter @JohnInnesCentre

Facebook - /JohnInnesCentre

LinkedIn - /JohnInnesCentre

Instagram - @johninnescentre





KWS actively take on challenges in agriculture with great sense of responsibility towards mankind and nature. Fascinating opportunities await those who share a passion for research and breeding to find solutions for future life.

Who we are

KWS is one of the most innovative and established plant breeding and seed companies worldwide. For over 160 years we have been breeding and marketing high performance varieties for the modern farmer. Our key crops are sugar beet, corn, cereals and oilseed crops. Within the UK, KWS have provided growers with innovative new varieties to meet varied end-market needs for over 25 years.

In product development, we use a range of technologies to ensure improved consistency in crop performance to benefit all; merchant, farmer, processor and ultimately end-user customer. Higher yields, superior disease and pest resistance and improved performance in adverse conditions are all key criteria we seek to establish in our product portfolio.

Why work for us

The KWS culture of working together encourages progress and innovation through questioning, thinking ahead, knowledge sharing and appreciation of insights. It is conducive to both personal

and professional growth. Alongside direct employment we offer graduates and post-graduates exciting opportunities through our trainee-program and "KWS Breeders Academy". Additionally, we offer tailor-made options to support and further develop our employees throughout their careers. As a result, KWS employees have room to create and develop their future within an international and highly collaborative working environment.

What sets us apart

We owe our success to our independence, a value that connects us with our customers, with farmers who are also usually self-employed entrepreneurs. Our family shareholders hold the majority at KWS and shape the company. This independence gives us the freedom to conduct intensive research and develop new varieties; tailoring our portfolio to our clients' needs.

The KWS Group reinvests 15% of its annual turnover in breeding and research, which ensures the continuing pipeline of innovative new varieties.

Growers anywhere can be assured that whatever KWS crop they select, it has been developed using the same professional competences applied across all our breeding teams. It will be a variety that is one of the most reliable, innovative and market-leading selections available, tailored and tested for the conditions and regions they farm.

THE FACTS

Careers website:

www.kws-uk.com

UK Location:

KWS UK Ltd, 56 Church Street, Thriplow, Royston SG8 7RE

Types of opportunities:

- Permanent positions
- Fixed term positions
- Placements
- Seasonal harvest work
- Internships
- Work experience

Number of employees:

5000 globally, 80 in the UK

KWS global job portal:

<https://www.kws.com/gb/en/careers/jobs-at-kws/job-portal/>

Contact details:

E: info@kws-uk.com

Social media:

Follow @kwsukltd on Twitter, Facebook and Instagram for a look at KWS UK behind the scenes and keep up to date with all our latest news





**ROTHAMSTED
RESEARCH**

As world population grows so does the demand for food - but how will we grow enough to feed all these people, without further harming the planet? Our ultimate goal is to find solutions to this very urgent global challenge.

Who we are

From plant pathologists hunting down the cereal killers picking off our crops, to soil scientists following nutrients as they move from soil, through plants and onto the dinner plate, our researchers use an array of methods to make the food we grow healthier and more sustainable. In our labs, geneticists are moulding plant DNA and biochemists are harnessing the anti-cancer chemicals produced by trees, whilst in the field, entomologists tackle armies of crop munching insects head on, as ecologists find ways to persuade more natural-allies into the fight. Down in Devon, animal scientists are monitoring sheep and cattle's every movement on a mission to reduce the carbon footprint of meat. Computer scientists, mathematicians and engineers make all our scientists' research better by developing incredible new technologies - from intelligent robots to tiny trackers that can be attached to the backs of bees.

Why work for us

Rothamsted is a world-leading research

centre with a proud history of ground-breaking discoveries in agricultural science since 1843. In terms of its economic contribution, the cumulative impact of our work in the UK now exceeds £3000 million a year. Our scientists publish around 300 papers in international science journals each year, of which more than 70% are open access. But more than the numbers, we understand that our success depends on the ability to draw on the skills, understanding and experience of our people. Our staff are our most important asset and we aim to provide a modern work environment that matches the world class level of our expertise.

What sets us apart

At the heart of our research lies the need to feed a growing world population in a more sustainable manner, by changing the way food is produced, processed and consumed. We view science as a continuum, from blue skies to green fields, and we span both - supported by unique capabilities and interdisciplinary teams and strengthened by partnerships in 50 countries. Strategic research is the tool to confront complex problems, and our systems approach is the only way to achieve the highly productive but environmentally-benign farming and food innovations the world desperately needs.

THE FACTS

Careers website:

<https://www.rothamsted.ac.uk/careers>

Location:

Harpenden, Hertfordshire,
AL5 2JQ
North Wyke, Okehampton, Devon,
EX20 2SB

Types of work:

- Science
- IT
- Commercialisation
- Finance
- Communications
- HR

Number of employees:

ca. 400

Number of PhD studentships offered per year:

12-20

Employee benefits:

- Based across two sites; one on beautiful parkland just 30 minutes North of London and the other a farm on the edge of Dartmoor National Park.
- Onsite sport and leisure facilities; including a gym, tennis courts, pavilion bar and cricket pitch.
- Free on-site parking
- 25 days paid annual leave plus bank holidays

Contact details:

E: comms@rothamsted.ac.uk

Head office:

Harpenden
Hertfordshire
AL5 2JQ

T: + 44 (0) 1582 763 133





Syngenta is a global agricultural company delivering innovative crop protection, seeds and new technologies to farmers. Opportunities in the UK include research and development, agronomy, manufacturing and marketing.

Innovating for the future

Farmers today face increasing challenges including climate change, soil erosion and biodiversity loss, as well as having to manage changing consumer expectations and views on agricultural technology. We aim to improve the sustainability, quality and safety of agriculture with world class science and innovative crop solutions. With 28,000 people in more than 90 countries, we invest \$1.4 billion a year in research and development. Our employees enable millions of farmers to improve global food security by making better, more sustainable use of available resources.

Syngenta in the UK

The UK is a major hub for manufacturing, plant breeding, research and development and commercial relationships with farmers. Our Employees work closely with global colleagues to ensure that the products we develop here can be used in the UK and across the world.

Scientists at our Jealott's Hill International Research Centre discover and develop new crop protection products and continue to make our existing products even safer and more effective. Six of our most important global products are then manufactured and formulated at our UK manufacturing sites, Huddersfield and Grangemouth. These products protect crops from insects, weeds and diseases which can impact both the quantity and quality of food that can be harvested

Our Seed Breeding Research Centres in Whittlesford and Market Stainton support UK growers by developing better performing crop varieties.

Based in Fulbourn, our commercial team work closely with farmers and agronomists to develop practical solutions to help overcome key challenges, particularly around resistance, regulation, policy and economics.

Why work for us

Join us in developing a workplace that supports innovation and excellence. Syngenta is dedicated to developing its employees' experience and skills to maximise the potential of plants. By building on the capabilities of our employees and creating a culture that questions and challenges the way we do things, we continuously evolve both ourselves and our company.

THE FACTS

Careers website:

www.syngenta.co.uk/careers

Locations:

- Fulbourn:
UK Commercial HQ
- Jealott's Hill:
International R&D Centre
- Huddersfield & Grangemouth:
Manufacturing Centres
- Manchester:
Global Operations Centre
- Guildford:
Supply Chain, Finance & Legal
- Market Stainton & Whittlesford:
Seed Breeding Research

Types of work:

- R&D: Biological sciences, biochemistry, chemistry, formulation, environmental sciences, human safety, plant breeding
- Production & Supply:
Manufacturing operations, supply chain, health & safety, technology & project development
- Commercial: marketing, sales, regulatory, customer & technical support, technical experts, agronomists

Number of employees:

28,000 globally; 2,000 in the UK

Student opportunities:

- Work experience
- Summer vacation work
- University placements
- Apprenticeships
- Graduate placements

Contact details:

www.syngenta.co.uk





Ag Careers Live

20th November 2019

Villa Park, Birmingham

**Arrive with
an idea.**

**Leave with
a goal.**



Start your career in agriculture

Register for free fwi.co.uk/agcareerslive

Farming Simulator 19

PLATINUM EDITION



FARM LIKE NEVER BEFORE

Take on the role of a modern farmer in Farming Simulator 19 Platinum Edition!

For the first time in the franchise history, discover **CLAAS**, one of the world's leading farming brands. **Enjoy 380+ machines, including 35+ new CLAAS vehicles and tools**, to grow your farm alone or with other players in two huge maps filled with exciting farming activities, crops to harvest and animals to tend to.



3

www.pegi.info



PS4



XBOX ONE

PC



WWW.FARMING-SIMULATOR.COM

FOCUS
HOME INTERACTIVE

GIANTS
SOFTWARE

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