



Department
for Environment
Food & Rural Affairs

UK Genetics for Livestock and Equines Committee.

Appointment of Committee members.

Briefing pack for applicants

Closing Date; noon 9th May 2023



Director's message to candidates

Dear Candidate,

Thank you for your interest in becoming a member of the UK Genetics for Livestock and Equines (UKGLE) Committee.

The Committee provides advice to Defra and Devolved Administrations on all issues relating to livestock genetic resources, particularly their efficient production, conservation, and sustainable use. For this purpose, UKGLE covers cattle, sheep, goats, pigs, poultry and equines.

UKGLE needs excellent people to help it deliver its vital work in assisting Defra to raise awareness of livestock genetic resources, responding to new technological advances, advising on ways of improving the productivity of livestock, and on zootechnical controls.

We are currently looking for candidates with a proven track record and expertise in the following areas:

- i. Livestock veterinary medicine;
- ii. Equines genetics
- iii. General expertise in the livestock industry

If you have the background and skills we are currently seeking, then we very much encourage you to apply.

Tessa Jones and Charlotte Baker
Agri-Food Chain Directors, DEFRA

Defra mission statement

The Defra group is here to make our air purer, our water cleaner, our land greener, and our food more sustainable. Our mission is to restore and enhance the environment for future generations, and to leave the environment in a better state.

This matters because enhancing nature and green spaces enhances lives and livelihoods, contributing to a strong economy. Our wellbeing, our physical and mental health, our love of place and landscape, and our intrinsic need for beauty, awe and wonder, are all intimately bound up with a thriving natural environment.

Appointing high-calibre people from diverse backgrounds with relevant skills, knowledge and experience to our scientific advisory committees will help us to ensure that our work is more effective, resilient and accountable.

Equal Opportunities

UK government has a policy of equality of opportunity. We aim to promote equal opportunity policies whereby no one suffers unfair discrimination either directly or indirectly, or harassment, on grounds such as race, colour, ethnic or national origin, sex, gender identity, marital status, disability, sexual orientation, religious beliefs or age.

Diversity

We positively welcome applicants from all backgrounds. All appointments are made on merit following a fair, open and transparent process.

Disability

We guarantee to interview anyone with a disability whose application meets the minimum criteria for the post. 'Minimum criteria' means you must provide sufficient evidence in your application, demonstrating that you meet the minimum level of competence required for each essential criterion, as well as meeting any of the qualifications, skills or experience required. Defra is committed to the employment and career development of disabled people. To show this we proudly display the Disability Confident Leader logo. More information about Disability Confident Leaders is available by clicking this [link](#). If a person with disabilities is put at a disadvantage compared to a nondisabled person, we have a duty to make reasonable changes to our processes where possible. If you need a change to be made so that you can make your application, please refer to the '[How to apply and submit your application](#)' section.

About UKGLE

The Committee provides advice to Defra and the Devolved Administrations on all issues relating to livestock genetic resources, particularly their efficient production, conservation, and sustainable use. For this purpose, UKGLE covers cattle, sheep, goats, pigs, poultry and equines.

The Committee's role includes assisting Defra and the Devolved Administrations to raise awareness of farm animal genetic resources through;

- identifying opportunities to capture value from taking account of the genetic variation in livestock species more effectively, with a focus on applications to enhance production efficiency and minimise environmental footprint, whilst maintaining high levels of animal health and welfare;
- responding to new technological advances;
- advising on native breed conservation and their sustainable use, and
- advising on compliance with retained UK zootechnical legislation.

Its terms of reference are to:

- Provide independent advice and operate in line with the Government's requirements for advisory committees.
- Provide advice to, and work collaboratively with, officials and key office holders such as the Chief Scientific Adviser (CSA), the Chief Veterinary Officer or the Chief Economist, and delivery partners (e.g., Defra agencies, other departments and

their agencies, the Devolved Administrations, other public bodies and international technical and expert groups).

- Explore opportunities to engage and collaborate with UK industry organisations and academics.
- Contribute to developing the evidence base, analysing and interpreting evidence and providing judgements on quality and relevance.
- Working strategically, help to:
 - identify future issues of concern, including evaluation of new genetic research findings,
 - provide advice and interpretation of evidence on status of UK AnGR,
 - identify possible research needs in the area of genetic resources,
 - Build links both in other Government Departments and elsewhere in business and civil society on issues relating to the business of the Committee.
- Input to policy development and evaluation by Defra and the Devolved Administrations in areas within its remit, by helping, where relevant, to assess the impacts of different policy options, including regulatory, undertake risk assessment and develop voluntary initiatives.
- Provide advice to inform the development and implementation of domestic zootechnical legislation.

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- Provide advice on technical and research issues that Defra lead or contribute to.
 - Provide advice to inform incident response, to CSA, CVO, Defra and its delivery partners as appropriate.
 - Contribute to developing best practice advice and guidance e.g., for industry, civil society and third sector.
 - Report to Defra's CSA: Meet annually and provide an annual written summary of the work of the Committee for the Science Advisory Council's Annual Report.
 - Provide independent advice and operate in line with the Government's Principles for Scientific Advice and the Code of Practice for Scientific Advisory Committees (CoPSAC).
 - Stimulate discussion with senior officials where optimal value can be achieved in line with recent policy developments.

Membership of the current committee includes geneticists, industry leaders and key personnel from livestock breeding companies and conservation groups. We are now seeking to attract candidates with skills or experience in livestock veterinary medicine, equine genetics, as well as general expertise in the livestock industry linked to wider livestock genetics, new genomic and digital technologies, livestock breeding or conservation.

There are also currently a number of specialist sub-groups that report to the main Committee that new members may wish to join.

Find out more about the Committee and its work here:

[UK Genetics for Livestock and Equines Committee \(UKGLE\) - GOV.UK \(www.gov.uk\)](http://www.gov.uk/government/organisations/uk-genetics-for-livestock-and-equines-committee)

The Role

The Committee members of UKGLE contribute to all aspects of the work of the Committee, providing constructive challenge, support and advice, drawing on their skills and expertise and reaching evidence-based views and decisions. They will need to engage effectively with Defra and Devolved Administration officials and communicate the Committee's views to wider stakeholders. They are expected to attend up to 3 Committee meetings a year. These are held in London and elsewhere in the UK, with hybrid options available. Members assigned to subgroups should also contribute to and attend those meetings/telecons. They will also need to provide input to the Committee's work between formal meetings.

The successful candidate must abide by the Nolan principles of public service (attached at [Annex A](#)).

Essential criteria

- Ability to think analytically and creatively and to contribute effectively to the formulation of sound scientific based advice and decisions.
- Ability to understand and value different perspectives and to build productive relationships both within and outside the Committee.
- Ability to express views cogently and clearly, to represent views to the Committee and the Committee's views to Government and other stakeholders.

- Understanding and/or experience of the livestock breeding industry.
- Good understanding or experience of at least one of the following:
 1. Livestock veterinary medicine;
 2. Equine genetics;
 3. General expertise in the livestock industry linked to livestock genetics, new genomic and digital technologies, livestock breeding or conservation.

Desirable criteria

- Skills in dealing with regulatory matters are desirable.

Terms of appointment

Period of appointment

Successful applicants can expect to be in post in July 2023. Appointments will be for 4 years initially. Members may be considered for reappointment subject to satisfactory performance and at the discretion of the Chair and the Senior Responsible Officers (SROs) in Defra and the Devolved Administrations.

Appointees may resign at any time by notice in writing to the appropriate SRO. The SRO may terminate the appointment under certain conditions which will be notified to the successful candidates on appointment.

Remuneration and Allowances

Committee members receive an attendance fee of £180 per meeting plus fees for preparation of £45 for 3 hours or £90 for 6 hours or more. Reasonable travel and subsistence expenses will also be reimbursed.

Committee members are entitled to claim £15 per hour for UKGLE-related activities outside meeting preparation and/or attendance, with prior approval.

Members may be required to work on average 1-2 days per month. Sub-group meetings are generally held by telecon. Meetings are held in the UK, with hybrid options available.

Annual Appraisal

All committee members will be subject to annual performance appraisal. The appraisal will be carried out by the Chair.

Conflicts of Interest

You must inform us if you have any conflicts of interest that might affect your ability to undertake this role. You should disclose information on any relevant business interest, public appointment or position of authority, including other connections with commercial, public or voluntary bodies.

Selection Process

Shortlisting

The candidates who, from the information provided, most closely match the criteria for appointment will be invited to interview. It is therefore essential for your statement to give full but concise information relevant to the appointment.

The shortlisting panel will be chaired by a senior official in Defra, the Chair of the UKGLE committee, and an independent individual who works closely with livestock genetic resources.

Interviews

Interviews will take place in London on the week commencing 29th May 2023, hybrid options will be available. The Selection Panel interviewers are expected to be the same as for the sift panel. The interview will last about 40 minutes and candidates will be asked questions to assess whether they can demonstrate that they have the qualities

specified. All interviewees will be advised in writing of the outcome of the interview.

For queries about your application or the recruitment process, please contact the UKGLE Secretariat at: ukglesecretariat@defra.gov.uk

How we will handle your application

We will acknowledge receipt of CVs and your statement. Candidates will be contacted again after the closing date and once the panel have considered all the applications.

Reserve List

If you meet all the requirements but are not offered a post immediately, you can remain on our reserve list for a period of 12 months to be offered a role at the next opportunity.

How to apply and submit your application

To apply, please send:

- a CV of no more than two sides of A4;
- a supporting statement of up to 1,000 words (not more than two sides of A4), setting out how you meet the essential criteria – make sure you refer to the contents of this document and provide specific examples;
- completed diversity and political activity monitoring form;
- completed conflicts of interest, conduct and advertising monitoring form.

If you have any questions about the appointments process, please contact the UKGLE Secretariat at: ukglesecretariat@defra.gov.uk

Applications should be sent to the UKGLE Secretariat by 12:00 (noon) of the closing date of 9th May 2023.

Annex A – The seven principles of public life

Selflessness

Holders of public office should act solely in terms of the public interest.

Integrity

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

Objectivity

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Accountability

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

Openness

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

Honesty

Holders of public office should be truthful.

Leadership

Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

