



## PHD WALSH FELLOWSHIP OPPORTUNITY

“An evaluation of work organisation and human resource management within Irish dairy farm businesses”

Ref Walsh Fellowship Number: 2017109

### Background

Within the context of a rapidly expanding Irish dairy industry, growing operational scale at farm level requires owners and managers to be continuously innovative to manage increasing workload and achieve farm performance targets. The Professional Diploma in Dairy Farm Management (PDDFM) programme was designed to equip both students and host farmers with the knowledge and skills to develop greater managerial capability within farm businesses. While the farm can be seen as a firm and labour as a factor of production, theories of human resource management and work organisation are important in optimising the way in which staff and students are managed on dairy farms.

The principle focus of this project will be to provide both a quantitative and qualitative basis to understand the development of effective employment relationships on dairy farms and to establish a successful framework for attraction, retention and development of labour (and the next generation) on Irish dairy farms. This study will facilitate Teagasc to provide the dairy industry with an essential emphasis on people management to realise more resilient farming businesses into the future.

### Requirements

Applicants should have a good primary degree (First or Second Class Honours) or M.Sc. in an appropriate discipline (Agricultural Science, Sociology, Rural Development, Business, etc.). The successful candidate should be highly self-motivated and be prepared for on-farm research and development work over extended periods. A full Irish/ EU driving licence is also required.

### Award

The PhD Fellowship is a joint research project between Teagasc and University College Dublin. The student will be based primarily at the Teagasc Research Centre, Moorepark, Co. Cork under the supervision of Dr Marion Beecher and at the School of Agriculture & Food Science, University College Dublin under the supervision of Dr Monica Gorman. In the first year, significant course work will be undertaken at UCD but thereafter the researcher will divide their time between UCD and Moorepark. The Fellowship will start as soon as possible after 1<sup>st</sup> of January 2018 when the most suitable candidate is appointed.

The fellowship provides a stipend of €22,000. University fees are paid by the student from the stipend which is tenable for 4 years.

### Further Information

Dr Monica Gorman, School of Agriculture & Food Science, UCD. Phone +353-1-7167768. Email: [monica.gorman@ucd.ie](mailto:monica.gorman@ucd.ie).

Dr Marion Beecher, Teagasc. Phone +353-25-42399. Email: [marion.beecher@teagasc.ie](mailto:marion.beecher@teagasc.ie).

### Application Procedure

Submit an electronic copy of Curriculum Vitae and a letter of interest simultaneously to: [agribus.ruraldev@ucd.ie](mailto:agribus.ruraldev@ucd.ie) and [marion.beecher@teagasc.ie](mailto:marion.beecher@teagasc.ie).

**Closing date:** 28<sup>th</sup> February 2018