

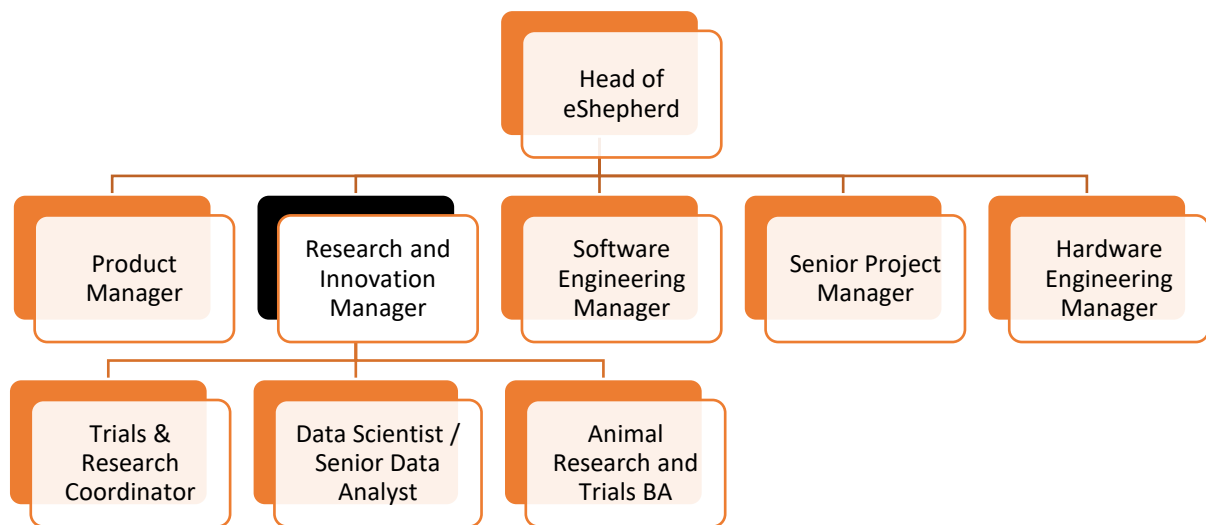
POSITION DESCRIPTION

Position Title: Research and Innovation Manager	Direct Manager: Head of eShepherd	
Budget Responsibility: Nil	Direct Reports: 3-6	Indirect Reports: Nil

WHAT YOU'RE HERE TO ACHIEVE

Key purpose: The Research and Innovation Manager will lead the data (e.g. animal behaviour) accumulation and research (environmental/situational) function of the eShepherd team supporting good decision making in the product development of eShepherd. This role will be pivotal in driving the company's strategy for delivering animal behavioural features, overseeing commercial testing with customers, and working closely with the Product Manager, Project Manager and development team to ensure the product meets and exceeds customer expectations.

WHERE YOU'LL FIT IN #TEAMGALLAGHER



WHO YOU'LL BE WORKING WITH

INTERNAL RELATIONSHIPS	EXTERNAL RELATIONSHIPS
eShepherd Development team eShepherd Sales Team eShepherd Customer Success eShepherd Marketing Manager eShepherd Product Manager	eShepherd Customers Welfare and interest groups Government Departments and regulators Data science providers; bio-informaticians; statisticians.

WHAT YOU'LL BE DOING

Key Accountability	Outcomes/ Expectations
Leadership and Strategy	<p>Develop and implement a comprehensive research, data accumulation and analytics strategy aligned with the company's goals for eShepherd.</p> <ul style="list-style-type: none"> • Develop and execute a strategic plan that supports research and testing of product features, and the data that they utilize to enable data driven decisions. • Adjust work activities and desired outcomes in response to changes to eShepherd strategy including evolving processes and ways of working to enable successful customer interactions with the eShepherd product. • Anticipate obstacles or roadblocks that could impact strategy execution for the Research and Data Analytics and wider eShepherd team and find creative ways to overcome them • Be prepared to lead a data driven team to drive high performance and professional growth. • Establish clear goals and KPIs for research and data insights, aligning with overall product development objectives.
Commercial Testing and Customer Feedback	<p>Oversee the commercial testing process to gather critical insights and feedback from test customers.</p> <ul style="list-style-type: none"> • Design and manage protocols and methodologies. • Identify and recruit suitable commercial testing participants including coordinating testing customers and supporting of any contractual arrangements. • Coordinate (along with the research coordinator role) with testing customers to ensure smooth execution of testing customers. • Develop and support a research and data insights systems that collect, analyze, and interpret feedback to inform product improvements in a timely, efficient and effective way supporting good insights to the team. • Ensure that findings provided and advocated to support integration into the product development cycle in a customer centric manner. • Form a deep understanding of customer insights through commercial testing to drive good decision making and enable a timely feedback loop to the Product Manager and Product Development teams.
Data Collection and Analysis	<p>Establish and manage systems for data collection, storage, and analysis.</p> <ul style="list-style-type: none"> • Implement robust data collection methods across various touchpoints. • Ensure data integrity, accuracy, and security. • Analyze data to extract actionable insights and trends. • Present findings to key stakeholders through reports and visualizations. • Ensure information and data are protected as part of contractual arrangements.

Animal Welfare	<p>Ensure that all research and data analytics activities prioritize and uphold high standards of animal welfare.</p> <ul style="list-style-type: none"> • Integrate animal welfare considerations into the design, implementation, and evaluation of virtual fence products. • Monitor and report on the impact of virtual fence technology and new features on animal behaviour and well-being. • Provide research and data analytics that supports animal welfare regulatory work
Collaboration and Cross-functional Support	<p>Collaborate with cross-functional teams to ensure alignment and integration of research and analytics enabling a continuous improvement expectation of the team and the support provided to eShepherd.</p> <ul style="list-style-type: none"> • Work closely with product development, marketing, sales, and customer support teams. • Provide data-driven insights to support decision-making across departments. • Facilitate knowledge sharing and best practices within the eShepherd team.
Innovation and Continuous Improvement	<p>Drive innovation in research methodologies and data analytics practices.</p> <ul style="list-style-type: none"> • Stay abreast of the latest advancements in data analytics and research techniques. • Implement new tools and technologies to enhance data capabilities. • Promote a culture of continuous improvement and learning.

Including any other duties not specified that may be required to complete the role, and as requested by the Reporting Manager.

HOW YOU'LL BE DOING IT

Qualifications and / or Experience:

- Degree in Animal Science, Behavioural science, Data Science, Agriculture, Statistics, Computer Science or related field
- Proven experience in a leadership role within research and data analytics, preferably in a product/commercially-focused environment.
- Strong understanding of commercial testing processes and customer feedback integration.
- Strong background and/or understanding of Animal Science / Animal welfare
- Experience in an internationally focused sales and marketing organisation ideally within a technology based business or related space would be desirable;

Skills / Competencies:

- Proficiency in data analytics tools and software.
- Excellent communication and presentation skills.
- Strong analytical and problem-solving abilities.
- Ability to work collaboratively in a fast-paced, dynamic environment.

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Our purpose and our values apply to our extended Gallagher family including our employees, customers, partners and community.

