

DAIRY PRODUCTION MANAGER

JOB DESCRIPTION



About Us

Pāmu is the brand name for Landcorp Farming Limited. We are a State Owned Enterprise and the largest pastoral farmer in Aotearoa New Zealand managing nearly 360,000ha over 110 farms.

Pāmu manages over 15 stations, 40 livestock farms, 42 dairy units, an orchard, several dairy support blocks, and calf-rearing facilities across the motu. We provide jobs for 630 permanent staff and over any 12-month period, we care for a total of 1.3 million sheep, deer, and cattle.

Our Values

Our values are core to who we are at Pāmu and the way we all work together.



We are Bold

We are bold in our vision, not afraid of the new; always growing and improving for a sustainable future in farming.



We are Genuine

We are genuine, always keeping it real, considering our neighbours and our impact; we are easy to engage with, and we always deliver what we commit to.



We are Grounded

We are proud guardians of our land and our animals, and we are grounded in our connections with these; our proactive protection of the environment ensures a prosperous future for now and for generations to come.



We work Shoulder-to-shoulder

We work together, shoulder-to-shoulder, united as a team to ensure each other's safety and well-being; we bring out the best in each other and the communities we work in.

Purpose of the Role

Pāmu's Dairy Production Managers work with the Farm Manager to mentor and motivate farm staff as well as assist the Farm Manager to implement short and long term business plans.

You'll be skilled in farm operations and will be able to assume responsibility for the running of the farm in the absence of the Farm Manager (including making tactical decisions to ensure safety of people, animals, and environment).

Our Dairy Production Managers play an important role in optimising farm performance by mentoring and developing capability in others, providing care for our animals and their health, our people and their safety, and our land and environment.

Working as a leader on the farm, you'll be involved in a variety of roles to ensure that the wider dairy group attains its goals and strategies.

Scope and Scale

The Dairy Production Manager reports to the Farm Manager.

- Direct reports: Nil

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- Financial delegations: Nil
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Key Responsibilities

Working hands-on with our dairy herd, you'll take a leadership role in developing a relationship with our animals, carefully observing them to ensure that they are well fed and that their health is maintained individually and as a herd. Our animal health programme is there to guide you as you perform proactive care. You'll implement any changes that have been agreed with the Farm Manager and will inform / train other farm staff on these changes. You'll assist with calving and calf rearing to ensure that we have high quality replacements for our cows. Pāmu observes FarmPride® quality standards and your work will be alignment with these standards.

You'll take pride in maintaining a clean and healthy environment for milking and will monitor and motivate the team to ensure that somatic cell count targets are met. Your Farm Manager will work with you to operate the farm's effluent system to meet council and Pāmu requirements (including record keeping). By playing an active role in day-to-day farm activities, you'll build up your confidence and knowledge to manage unexpected events and mentor other team members as needed. You'll also learn what issues should be brought to the Farm Manager's attention for the successful running of the farm.

Pāmu has robust environmental policies and plans, and you'll work within those environmental guidelines to improve your farm and the wider farm community.

As a member of the Pāmu Dairy Operations Team, you'll develop and maintain good relationships with the wider farming community (vets, stock agents, farm contractors, etc.) and will ensure that all relevant company policies are adhered to.

Health & Safety plays a critical role on our farms and you'll lead activities such as training, toolbox meetings, emergency preparedness, and using appropriate safety gear. You'll play a critical part in safeguarding the farm environment by bringing health and safety concerns or improvement opportunities to the attention of your Farm Manager.

As a Dairy Production Manager, you will be a go-to for our Dairy Assistants for skill building and technical assistance. You'll provide support to the Farm Manager as needed in the running of the farm and liaising with farm team regarding operational requirements of the farm.

Knowledge and Experience

- A National Certificate in Agriculture (Dairy) Level 2/3 and a minimum of one year's experience or at least two years' experience on a dairy farm
 - Experience in dairy herd management systems for the size and complexity of this farm
 - Ability to provide role clarity and motivate the team
 - A degree of computer literacy with an interest and ability in developing and maintaining herd and pasture recording systems.
 - Willingness to attend appropriate training courses to develop further skills and experience, and pass on these skills to train others
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- Have the ability to act with tact and diplomacy when communicating with staff
 - Receptive to learning new technologies to help improve farm productivity and profitability

Not necessary but nice to see:

- Further higher qualifications in one of the following
 - National Certificate in Production Management
 - National Diploma in Agribusiness Management
 - Certificate in Rural Staff Management (or similar when employing staff)
 - Diploma in Agriculture
 - An agricultural science/management Bachelor's Degree
 - Already able to use Pāmu systems efficiently i.e. Dairy Production Reporting (DPR) and Milkhub technology where installed
 - An understanding of legislation particularly RMA, OSH and HAZNO requirements pertaining to farming operations
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