

SHEPHERD GENERAL

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

A Shepherd General assists the Farm Manager to carry out general farming operations and stock work.

Scope and Scale

A member of the Livestock Operations team, a Shepherd General assists the Farm Manager to carry out general farming operations and stock work. You will report to the Farm Manager, with day to day supervision through Stock Manager or Head Shepherd on larger farms.

You will be delegated responsibilities by the Farm Manager, Stock Manager or Head Shepherd and expected to assist in optimising the farm performance and to work as part of a team to implement farm operations and plans.

The dimensions of your role are determined by the split of responsibilities and duties assigned and undertaken in conjunction with other staff and as per your experience.

The key relationships you will have within Pāmu as a Shepherd General will be with:

- Other farm staff

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- Peers in other teams
 - Managers
 - Wellington office / farm staff Externally, your key relationships will be with:
 - Vets He mauri tō te whenua He mauri tō te wai He mauri tō te tangata • Contractors
 - Stock agents
 - Supplier representatives / staff
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Key Responsibilities

Animals

- Ensure the highest care possible of Pāmu's livestock including during the movement and loading of stock, and ensure you follow all relevant animal welfare codes
- Follow instructions and undertake duties associated with the animal health programme to ensure farm animals maintain good health • Assist with any feed planning or the management of feed as directed by the Manager or Head Shepherd
- Inform your manager at all times of any factors affecting stock health and nutrition
- Follow directions and ensure the agreed stock policy is adhered to
- Assist in ensuring all herd/flock records are maintained
- Where requested to do so, maintain a daily livestock diary and ensure paddock diaries and stock tallies are kept. The information in this diary is the property of the Company

Business

- Maintain good relationships with key rural professionals e.g. vet, stock agents and contractors to ensure smooth operation of the farm
- Assist in the proactive repairs and maintenance for all plant, machinery and infrastructure
- Ensure all relevant Pāmu standards and policies are understood and adhered to. Feed Production Maintenance
- Assist in the allocation of feed as directed with the focus on achieving production targets
- Assist in weed and pest management to maintain pasture and crops. Environment
- Work within best practice environmental guidelines as directed by your manager. People
- Work collaboratively as a member of a team, share ideas, follow instructions carefully, and ask questions to seek clarification when uncertain
- Assist in the training and development of less experienced staff.

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- Play an active role in all day-to-day farm activities and schedule tasks/ activities that need to be undertaken (as required and directed). Health and Safety
 - Actively participate in activities associated with maintaining a safe and healthy workplace (e.g. training, intervening in unsafe practices, toolbox meetings, SHEPHERD GENERAL – ROLE DESCRIPTION emergency preparedness, using safety equipment properly, reporting near misses/incidents/hazards)
 - Assist with the induction of new staff so that they are aware of company policies and how to do each task safely
 - Participate in all scheduled training and ensure current records of training are maintained
 - Correctly use appropriate safety gear equipment for the task
 - Notify the farm manager of any health and safety concerns or improvement opportunities
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Knowledge and Experience

Essential

- Own dogs capable of undertaking the role duties to a number and standard determined by the Manager
- Have an understanding of and an interest in farm work and livestock handling

Preferred

- Proven experience as a Shepherd and knowledge of pasture management
 - Achievement of or study toward any of the following NZQA (or equivalent) qualifications:
 - o National Certificate in Farming skills
 - o National Certificate in Agriculture (Level 2 / 3)
 - o National Certificate in Agriculture both Sheep & Cattle (Level 4)
 - o National Certificate in Deer Farming Level 3 (if working with Deer)
 - o National Certificate in Production Management
 - Be receptive to learning new technologies to help improve productivity and profitability of the farm
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