

SENIOR SHEPHERD

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 Senior Shepherd will provide input to and assists the Farm Manager to carry out general farming operations and stock work in a safe manner and to a high standard.

Scope and Scale

A member of the Livestock Operations team, the Senior Shepherd will report to the Farm Manager, with day to day supervision through Stock Manager or Head Shepherd on larger farms.

You will accept delegated responsibilities as required by the Farm Manager, Stock Manager/Head Shepherd and assist in optimising the farm performance, as a unit and as part of Pāmu's farm portfolio.

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.

May make minor tactical decisions to ensure safety of people, animal welfare, and environmental compliance.

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

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- Other farm staff
 - Peers in other teams
 - Managers
 - Wellington office / farm staff

Externally, your key relationships will be with:

- Vets
 - Contractors
 - Stock agents
 - Supplier representatives / staff
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Key Responsibilities

Animals

- Ensure the highest care possible of Pāmu's livestock so animals are of the best quality and quantity possible, including during the movement and loading of stock.
- Undertake duties in line with the animal health programme to ensure farm animals maintain good health
- Take appropriate action and/or inform your manager at all times of any factors affecting stock health and nutrition
- Ensure the agreed stock policy and relevant animal welfare codes are adhered to
- Assist in ensuring all herd/flock records are maintained
- Maintain a daily livestock diary and ensure paddock diaries and stock tallies are kept as required. The information in this diary is the property of the Company

Business

- Maintain good relationships with key rural professionals e.g. vet, fertiliser rep, stock agents and contractors to ensure smooth operation of the farm
- Assist in proactively managing and undertaking the repairs and maintenance schedule for all plant, machinery and infrastructure
- Ensure all relevant Pāmu standards and policies are understood and adhered to

Feed Production Maintenance

- Assist in the design and management of any rotation or feed plans as directed and/or by using feed budgeting techniques to achieve production targets
- Assist in weed and pest management to maintain pasture and crops

Environment

- Assist to manage environment impacts and work within best practice environmental guidelines as directed by your manager.

People

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- Act as a role model of organisational values, behaviours, operational and farming best practices, particularly pasture and animal husbandry
 - As directed by your manager, provide appropriate day to day supervision as well as assisting in the training and coaching to less experienced staff, ensuring their knowledge and experience grows appropriately
 - Work collaboratively as a member of a team, share ideas, follow instructions carefully, and ask questions to seek clarification when uncertain
 - 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, 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

NZQA qualification in a relevant discipline or equivalent combination of qualifications and experience in agriculture.

- Proven skills and experience in stock and pasture management.
- Proven skills in feed planning and rotation plans.
- Full team of dogs capable of undertaking role duties to a number and standard determined by the Manager
- Have an understanding of and an interest in farm work and livestock handling
- Actively participate in a team operation
- You will be receptive to learning new technologies and farming methods to help improve farm productivity and profitability and to ensure the farm meets its objectives.

It would also be great if you ticked the following boxes, but it's not essential if you don't:

- Achievement of or study toward any of the following NZQA (or equivalent) qualifications:
 - o National Certificate in Agriculture (Level 2 / 3)
 - o National Certificate in Agriculture both Sheep, Cattle and/or production management (Level 4)
 - o National Certificate in Deer Farming Level 3 (if working with Deer)
 - Be receptive to learning new technologies to help improve productivity and profitability of the farm.
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