

BEEF FINISHING SPECIALIST

JOB DESCRIPTION



About Us

Pāmu is the brand name for Landcorp Farming Limited. Pāmu stands for best practice in sustainable and safe farming, and for the unique provenance of New Zealand foods, nutrition products and fibre on global markets. We chose the Māori word 'Pāmu' for its literal meaning 'to farm' and also to reflect the Māori concept of guardianship of the environment.

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 Beef Finishing Specialist is responsible for running the intensive cattle system and for making all grazing and animal health decisions within the finishing system. This role will work collaboratively with other staff to ensure beef finishing activities are well planned and required resources are made available.

Scope and Scale

- The Beef Finishing Specialist reports to the Farm manager or Beef Stock Manager.
- Stock units up to 12,000
- Contribution to cattle health budget: \$20,000
- Financial delegations: Nil
- May make minor tactical decisions to ensure safety of people, animal welfare, and environmental compliance.

Key Relationships internal:

- CEO & Leadership Team Members
- Farm Business Manager
- Beef Stock Manager

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- Technical Manager
 - Head Shepherd
 - Shepherds and other farm staff
 - Wellington Office staff

Key Relationships external:

- Agricultural landowners & large-scale farmers
 - Contractors
 - Vets
 - Stock Agents
 - Suppliers representatives/staff
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Key Responsibilities

- Assist the Farm Manager to:
 - o plan and allocate feed using feed budgeting techniques to achieve production targets
 - o develop and review the animal health programme, and lead its implementation to ensure good animal health is achieved
 - o source required supplement and grazing to achieve production targets and manage the feed out supplement as required
 - o ensure breeding and animal growth targets are achieved to the required quality and quantity, on time and within budget
- Ensure beef finishing management is maintained that is in line with wider farm stock policies
- Ensure all required herd records are maintained to a high level of accuracy, and reporting requirements are met including maintaining a daily livestock diary
- Maintain good relationships with key rural professional's e.g vet, stock agents and contractors to ensure smooth operation of the farm.
- Work in strong collaboration with peers to ensure the efficient coordination of tasks and required resources are made available with an ability to be highly flexible and adaptable to priorities.
- Act as a role model of organisational values, behaviours, operational and farming best practices, particularly pasture and animal husbandry
- Inform the Farm Manager at all times of factors affecting stock health and nutrition
- Assist to ensure relevant legislation including animal welfare codes, environmental standards and consent conditions, OSH and HSNO requirements are complied with
- Ensure all contract targets are achieved through efficient management and coordination.
- Play an active role in day-to-day farm activities and schedule tasks/ activities that need to be undertaken
- Assist to ensure all Landcorp standards and policies (e.g. health and safety) are understood and adhered to
- As required by the Farm Manager, assist in training and coaching of farm staff to enable them to competently carry out tasks required of them.

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- 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
 - Perform general farm maintenance work
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Knowledge and Experience

Essential

- NZQA qualification in a relevant discipline to level 2 or equivalent combination of qualifications and experience in agriculture.
- Have proven skills and experience in stock and pasture management with the necessary planning and organisational skills to meet the requirements of this position
- Have previous experience in cell grazing management
- Provide own dogs to a number determined by the Farm Business Manager or Beef Stock Manager
- Proven computer skills and knowledge of farm related software programs.
- Understanding of feed budgeting techniques and the application of this.
- Ability to act with tact and diplomacy when managing staff
- An understanding of New Zealand livestock farming systems and the agricultural industry
- Current, full NZ drivers' licence

Preferred

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

- You will be receptive to learning new technologies to help improve farm productivity and profitability
 - You will ideally have (as a minimum) a National Certificate in Agriculture Level 2 and 3 and may be working towards one or more qualifications identified below:
 - National Certificate in Production Management
 - National Diploma in Agribusiness Management
 - Certificate in Rural Staff Management (particularly if aspiring to be a farm manager)
 - Diploma in Agriculture
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