HEAD SHEPHERD

JOB DESCRIPTION

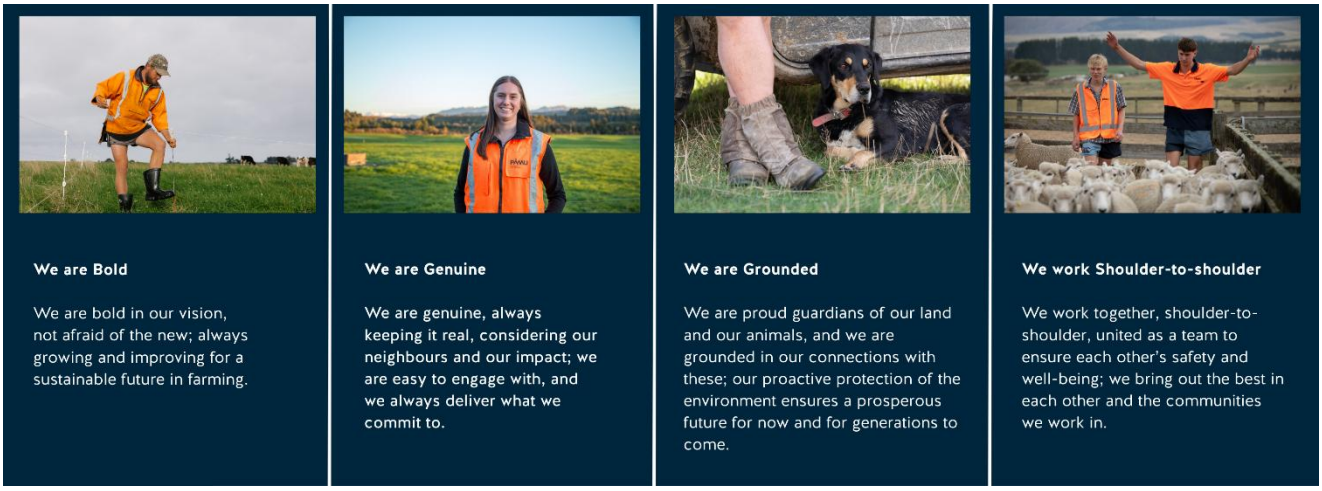
PĀMU™
LANDCORP FARMING LIMITED

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.



Purpose of the Role

A Head Shepherd is responsible for providing input and assistance to the Farm Manager to carry out general farming operations and stock work.

You will accept delegated responsibilities as required by the Farm Manager/Stock Manager and may also be responsible for providing day to day planning and coordination of farming operations and ensuring tasks/activities are carried out in a safe manner and to a high standard.

This role is challenging because it combines a logistics function with the requirement to provide day to day delegation and supervision of the farm operations staff.

Scope and Scale

- The Head Shepherd reports to the Farm Manager, with day to day supervision through Stock Manager on larger farms.
- The role has no formal direct reports but may provide day-to-day leadership of up to 4 employees.
- Internal key relationships are predominantly with other farm staff.
- External key relationships are with contractors, vets & supplier representatives.

Key Responsibilities

Animals

- Assist in the implementation of an animal health programme and all operations that coincide with it to ensure good animal health is achieved including planning the logistics of stock flows for large handling jobs including shearing, docking, weighing and stock checks.
- Assist in the implementation of the mating and breeding programme and assist to ensure breeding and animal growth targets are achieved to the required quality and quantity, on time and within budget.
- Take appropriate action and/or inform your manager at all times of any 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 by farm staff.
- Assist in ensuring all required herd/ flock records are maintained to a high level of accuracy and reporting requirements are met i.e. animal health recording, monthly stock live weights, monthly stock tallies.
- Maintain a daily livestock diary and ensure paddock diaries and stock tallies are kept by shepherds as required. The information in this diary is the property of the Company.

Business

- Liaise and work with key rural professionals e.g. vet, fertiliser rep, stock agents and contractors and ensure interactions are collaborative and assist in the smooth operation of the farm.
- Assist with the proactive planning, management and achievement through team members of the repairs and maintenance schedule for all plant, machinery and infrastructure.
- Input data accurately and in a timely manner into FMS/farmax and any other systems as requested.
- Ensure all relevant Landcorp standards and policies are understood and adhered to.

Feed Production Maintenance

- Assist in the planning and management of any rotation, supplement or feed plans using feed budgeting techniques to achieve production targets for all stock classes.
- Assist to develop and implement a cropping and regrassing programme.
- Assist in the planning and management of weeds and pests to maintain pasture and crops.

Environment

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

People

- Act as a role model of organisational values, behaviours, operational and farming best practices, particularly pasture and animal husbandry.
- Provide people and operational supervision and direction to manage the coordination of day to day farm operations and activities of

shepherds as requested by manager and ensuring they are carried out safely and to a high standard.
- Assist in the training/coaching and development of farm staff to enable them to competently carry out tasks required of them on farm.
- Deputise for the Farm Manager when requested.

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.

Knowledge and Experience

Essential

- NZQA qualification in a discipline relevant to agriculture (minimum level 2) or equivalent combination of qualifications and experience in agriculture (at least 3 years' experience).
- Have proven skills and experience in stock and pasture management.
- Planning and organisational skills to achieve targets and carry out the logistical function of the farm operations.
- Proven computer skills and knowledge of farm related software programs.
- Full team of dogs capable of undertaking role duties to a number and standard determined by the Manager.
- Ability to act with tact and diplomacy when managing staff.
- Capability to both lead and participate in team operations, including coaching and training others.
- 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.
- An understanding of New Zealand livestock farming systems and the agricultural industry.
- Current, full NZ drivers' licence.

Preferred

- Proven experience as a Senior Shepherd or similar, in keeping with the responsibilities of this position.
- Understanding of feed budgeting techniques and the application of this.
- Achievement of or study toward any of the following NZQA (or equivalent) qualifications at level 3 or above:
    - National Certificate in Agriculture – sheep, cattle and/or production management
    - National Certificate in Deer Farming (if working with Deer)

	○ Diploma in Agriculture ○ Velvet Removal Certification ○ Johnes Detection and Management ○ Certificate in Rural Staff Management (particularly if aspiring to be a farm manager)