FARM OPERATIONS MANAGER - RANGITAIKI

JOB DESCRIPTION

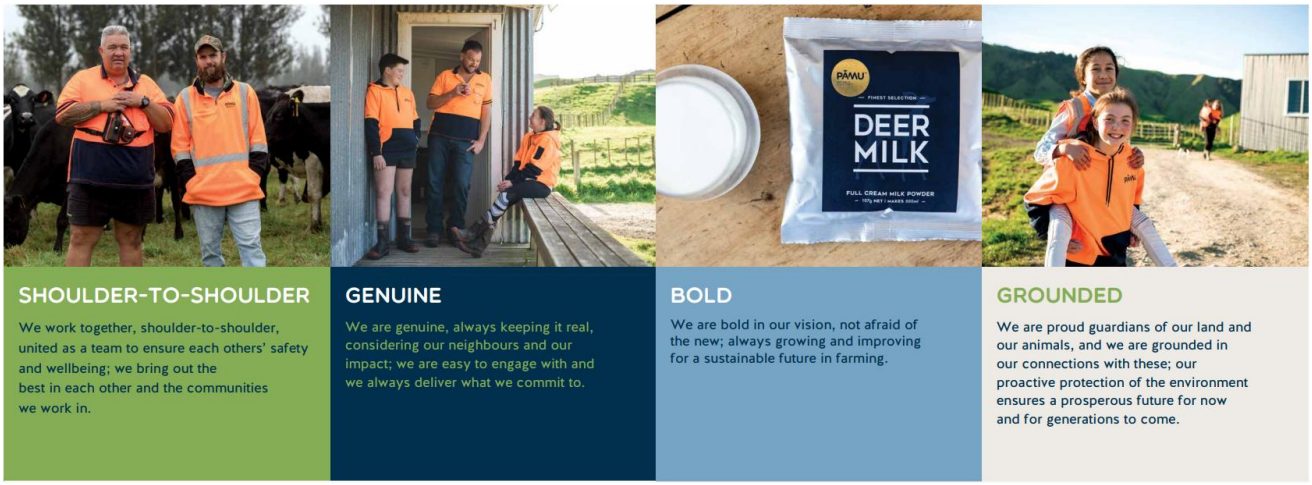
About Us

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 managers 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.



Purpose of the Role

The Farm Operations Manager Rangitaiki is responsible for overseeing a specific class of stock or unit on farm. The role provides input and assistance to the Farm Business Manager and the Rangitaiki leadership team to ensure overall planning and farming operations are carried out as required.

The role provides formal management to the appropriate farm operations staff and ensure all operations are carried out safely and to a high standard. Furthermore, you will be expected to assist in optimising the farm performance, as a unit and as part of Pāmu's farm portfolio, in accordance with company policy.

This role is challenging because it requires a high level of farm management and animal husbandry acumen along with good staff leadership, initiative and judgement skills to be successful in the role.

Scope and Scale

- The Farm Operations Manager Rangitaiki reports to the Farm Business Manager
- Location: Rangitaiki Station
- Direct Reports: 5
- Budget: TBC
- As per Pāmu's delegation policy
- Internal Relationships:
    - Rangitaiki Leadership team, LNI management team, members of other regional teams & corporate functions

- External Relationships:
    - Contractors/ service providers

Key Responsibilities

Animals

- Proactively assist in the development, review and implementation of an animal health programme and all operations that coincide with it to ensure good animal health is achieved across the farm.
- With the Farm Business Manager ensure breeding, animal growth and production targets are achieved to the required quality and quantity, on time and within budget
- Identify opportunities to maximise the unit/class of animal within responsibility
- Take appropriate action and inform your manager of any factors affecting stock health and nutrition
- Ensure the agreed stock policy and all relevant legislation including animal welfare codes, 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 other staff under the incumbent's control. The information in this diary is the property of the Company

Business

- Provide input into the development of the Business Plan and annual budget, understanding the implications of budget constraints.
- 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
- Ensure all data collection requirements are met and monthly pasture monitoring is completed as required. Provide input into the decision making of future feed and supplement requirements to achieve production targets.
- Ensure all relevant Landcorp standards and policies are understood and adhered to.

Feed Production Maintenance

- Plan and manage any rotation, supplement or feed plans using feed budgeting techniques to achieve production targets for all stock classes.

Environment

- Assist to ensure the farm operates within environmental consent conditions and best practise environmental guidelines and any development work is undertaken with appropriate consents under the RMA.
- Assist the Manager to implement the Land and Environment Plans and other environmental management and rejuvenation initiatives as required.

People

- Act as a role model of organisational values, behaviours, operational and farming best practices, particularly pasture and animal husbandry
- Work as part of the farm leadership team to provide people and operational leadership 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

- Lead by example and demonstrate a high level of safety leadership at all times
- 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

Stakeholder Engagement

- Develop and maintain excellent relationships with relevant technical partners, contractors and professionals.
- Manages key relationships with both external service providers, and internal stakeholders.

Knowledge and Experience

Essential

- NZQA qualification in a discipline relevant to agriculture (minimum level 3) or equivalent combination of qualifications and experience in agriculture (at least 4 years' experience).
- High level of experience of New Zealand livestock farming systems and the agricultural industry
- Proven success in achieving production targets through stock and pasture management
- Proven understanding and application of feed budgeting techniques.
- Proven planning and organisational skills to achieve targets and carry out the logistical function of the farm operations
- Demonstrate a degree of computer literacy with a practical understanding of the use and application 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, with the ability to coach and train others
- Ability to build strong relationships with key internal and external stakeholders
- Receptive to learning new technologies and farming methods to help improve farm productivity and profitability and to ensure the farm meets its objectives
- Current, full NZ drivers' licence
- Where appropriate, maintain the necessary horses and saddlery required.

Preferred

- Knowledge of agriculture sciences, animal science and production
- Previous exposure to and/or participation in farm operations and planning decisions
- 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
- Certificate in Rural Staff Management (particularly if aspiring to be a farm manager)