

SHEEP, BEEF & DEER FARM ROLE DESCRIPTIONS

FARM HAND

SHEPHERD/ STOCKPERSON

STOCK/BLOCK MANAGER

FARM MANAGER

BUSINESS/OPERATIONS MANAGER

ALSO KNOWN AS: JUNIOR SHEPHERD > GENERAL FARMHAND > FARM WORKER > INTERMEDIATE SHEPHERD > GENERAL SHEPHERD > SENIOR SHEPHERD > STOCK MANAGER > HEAD SHEPHERD > FARM SUPERVISOR > EQUITY PARTNER > OWNER

ROLE DESCRIPTION:

- Up to 2 years on-farm experience
- Generally under full supervision
- Assist with day to day operational tasks on farm including animal handling, animal health & welfare and vehicles. Expected to participate safely and effectively in the workplace.

TRAINING:

FORMAL

Primary ITO:

- L3 Vehicles, Machinery and Infrastructure
- L3 Sheep, Beef or Deer Husbandry

Other:

- Drivers License Classes 1 & 6
- Firearms License

INFORMAL

Beef + Lamb New Zealand:

- Condition Scoring Workshop
- Wormwise
- Dog Training Days
- Field Days

Other:

- New Zealand Young Farmers Club

ROLE DESCRIPTION:

- At least 2 years on-farm experience
- Requires limited supervision
- Completing and often taking responsibility for day to day tasks on farm. As experience grows, requires less instruction and can react when required.

TRAINING:

Everything to the left PLUS:

FORMAL

Primary ITO:

- L3 Livestock Feeding

Farmsafe:

- Approved Handler

INFORMAL

Beef + Lamb New Zealand:

- Science Days

Other:

- Bank Start up days

ROLE DESCRIPTION:

- 5 plus years on-farm experience
- Responsible for supervision of junior shepherds/ general farm hands. Under broad guidance
- Able to develop, implement and monitor farm plans for livestock health, breeding and benchmark stock performance. Produces regular management reports on day to day activity. Responsible for day to day management of shepherds. Able to analyse information and make recommendations for action.

TRAINING:

Everything to the left PLUS:

FORMAL

Primary ITO:

- L4 Sheep, Beef or Deer Farming

Other:

- Drivers License Class 2

INFORMAL

Beef + Lamb New Zealand:

- Better Bull Buying
- Better Ram Buying
- Farming for Profit
- Feed Smart workshops
- Profit Partnerships (Sheep, Beef, Forage)

Other:

- First Aid
- StockCare Programme

ROLE DESCRIPTION:

- 8 plus years on-farm experience
- Supervisory
- Responsible for meeting farm goals, including all aspects of production, stock, environmental and staff management. Should be involved in the budgeting process but will not set the budget.

TRAINING:

Everything to the left PLUS:

FORMAL

Primary ITO:

- L5 Production Management
- L5 Diploma in Agribusiness Management
(full list of modules at www.primaryito.ac.nz)

Farmsafe:

- Approved Handler/Growsafe

University:

- Diploma in Agriculture
- Diploma in Farm Management
- BComAg, BAgSci, B Ag, BVetSci, BCom

Other:

- RaboBank EDP & EMP

INFORMAL

Beef + Lamb New Zealand:

- Farmer Council Participation
- Field Days – targeted to farmer demand
- Project Farms
- Land and Environment Plan workshop
- Adverse events days
- Flockmaster
- HR Toolkit

Other:

- Business Software Training
- Compliance Toolkit
- Farmax Use and Modelling
- Local Regional Council Days – Environment Plans e.g. Sustainable Land Use Initiative (SLUI)

ROLE DESCRIPTION:

- 8 years plus on-farm experience
- Strategic
- Responsible for meeting overall business goals, including; agreeing farm goals with farm owners, planning, reviewing execution and reporting against the farm goals. Managing farm management. Responsibilities cover all areas including budgeting, targets and resource requirements. May be responsible for multiple farms or be part/full owner of the business

TRAINING:

Everything to the left PLUS:

FORMAL

Director training

INFORMAL

Beef + Lamb New Zealand:

- Farming for Profit
- Farm Initiated Tech transfer
- LEP / FEP workshops
- Profit partnerships
- Succession Workshop

Other:

- Icehouse Business Growth
- Kellogg Rural Leadership Programme
- Nuffield Scholarship
- Professional Development Governance
- Working with Rural Professionals