

POSITION DESCRIPTION DAIRY FARM HAND

1 ORGANISATIONAL RELATIONSHIP

This position reports to the farm owners.

2 POSITION SUMMARY

As a fulltime Dairy Farm hand you are an integral part of a small team that ensures the smooth operations of the dairy farm. You will be involved in all operational aspects of the business under the guidance of the farm owners.

While key responsibilities relate to feeding and animal husbandry tasks associated with the milking herd, dry cows and heifer rearing, other tasks with regards farm maintenance such as fencing, farm/shed cleanliness and hygiene, pasture management including establishment and harvest are also required.

3 KEY DUTIES AND RESPONSIBILITIES

- Milk harvesting, milk quality and dairy hygiene
- General farm maintenance i.e. fencing, farm/shed cleanliness
- Dry cow monitoring
- Colostrum management for newborn calves
- Calf and weaner feeding and calf shed hygiene
- Droving
- Record keeping
- Tractor driving
- Identifying cows with health issues, treating and recording as required
- Pasture management incl. establishment and harvest
- Mixer wagon operation, feed mixing and feed distribution
- Follow farm policies and operating procedures relating to specific tasks
- Communicating honestly and openly at all times
- Working collaboratively with team members and industry stakeholders

4 PERSONAL COMPETENCIES

Acceptance of direction

- Acceptance of direction and code of behaviour within the business.

Accuracy and eye for detail

- Demonstration of a concern for accuracy.
- Attention to all requirements of a task and implementation of checking and follow-up.

Punctuality

- Ability to be punctual regularly, communicating appropriately in the event of being delayed.

Prioritising skills

- Identification of the important operational requirements of the farming enterprise.
- Implementation of priority tasks within the resource capabilities available.

Confidence

- A quality of self-reliance and a willingness to express ideas for improvement.

Empathy

- The ability to perceive and understand the feelings of others.

Flexibility to cope with change

- Demonstration of the ability to instigate, support and cope with change.

Handling pressure and stress

- The ability to continue to perform well under pressure or in stressful circumstances.

Initiative

- Ability to take action as required and actively seek out opportunities to contribute to the business.

Interpersonal skills

- The ability to interact appropriately and successfully with people at all levels.

Listening skills

- The ability to listen, follow instruction and participate in discussion.

Teamwork

- The ability to work collaboratively with other people towards a common goal.
- To establish effective collaborative relationships with internal and external stakeholders.

Work ethic

- The commitment to work within the boundaries of what is a reasonable industry expectation.

Communication

- Ability to communicate honestly, clearly and effectively via phone, SMS, interpersonally or by email, present ideas and document activities; source, read and interpret written information.
- To keep all stakeholders up to date.