

## Position Description

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| <b>Position Title: Operations Manager</b>                | <b>Date: September 2018</b>     |
| <b>Reports to: National Livestock Investment Manager</b> | <b>Location: Blanchetown SA</b> |
| <b>Department: Southern Cross Poultry Operations</b>     | <b>Direct Reports: Multiple</b> |

## Position Purpose

AAM Investment Group is an Australian owned and operated provider of investment, asset management and consultancy services. We structure, operate and manage investments across agriculture, rural and commercial property and regionally based infrastructure, drawing on the team's knowledge and experience in these sectors to improve investment performance through operational and technological efficiencies and improved management.

Riverlands Free Range is a state-of-the-art modern intensive protein production enterprise which grows free range broiler chickens for Inghams enterprise. Riverlands comprises 42 free range sheds, with six sheds per farm across seven separate farms located approximately 1km apart on a single land holding. The farm produces approximately ten million birds per annum.

The Operations Manager is responsible for the general oversight and management of Riverlands Free Range. Following sustainable livestock management practices, the Operations Manager achieves long-term production goals by improving the overall efficiency of the property and increasing profitability through the effective management of the farms. This encompasses the oversight of livestock, feed management, ranging management, staff training and development, record keeping, compliance with WH&S and relevant industry legislation and practices including bio security requirements.

## Key Responsibilities

- Manage on-site compliance of WH&S policies, procedures and safe work practices; environmental licensing; bio-security disease control; Regulatory compliance, animal welfare and relevant industry standards;
- Lead and motivate a team of site and services staff to meet performance objectives and KPIs;
- Manage the overall resourcing of the farms to deliver operational outcomes including the effective engagement, induction and training of new employees;
- Manage employee performance and development and provide consistent and regular support through regular coaching and feedback;
- Manage workforce planning for the site inclusive of succession planning and effective rostering, ensuring the shifts are resourced with the correct skills and competency mix;
- Ensure optimal site performance by regularly reviewing individual farm performance data including mortality rates, body weights and feed consumption;
- Oversee the animal husbandry of all farms including the administration of vaccines and supplements and the monitoring of growth rates against targets;
- Oversee the implementation of flock health programs, young stock management and preparation of culling lists and weight records;
- Manage the operational expenditure and revenue in line with budgets including, monitoring, forecasting and reporting on financial performance for poultry operations;
- Ensure adequate inventory control by periodically checking stock and fixed assets and maintain accurate records in the asset register;
- Ensure all employees understand and comply with Inghams grower manual and conditions;
- Provide reports to senior management on site operations as and when required;
- Undertake regular risk assessments and implement relevant mitigation actions;
- Undertake RSCPA, FREPA, KFC & Inghams Audits;

- Ensure quality assurance and compliance for ongoing RSPCA and Free-Range Accreditation;
- Work with HSEQ Manager to co-ordinate annual audits (internal and external);
- Manage the ancillary sustainable business initiatives including the onsite composting operation and solar energy usage and production;
- Liaise with Head Office to ensure adequate insurance is maintained for all aspects of the business;
- Oversee feed ordering, inventory and allocation, determining feed availability based on growth rates;
- Identify, develop and manage new initiatives to increase performance and develop and expand the business;
- Engage with community and Local Government to raise profile and awareness of facilities and services;
- Oversee the sourcing and reticulation of water to flock to meet requirements;
- Manage the asset lifecycle across the farms including identifying and planning for capital improvements and replacement;
- Oversee the maintenance program for farm facility vehicles, equipment, shedding, silos and dwellings;
- Maintain and develop infrastructure including fencing, water reticulation, laneways, drainage and overall site presentation; and
- AAMIG is committed to providing a safe and healthy workplace for all staff, clients, and visitors to our facilities. All staff are required to contribute to and promote a continuous workplace health and safety culture.

| Experience and Qualifications - Essential:   | Desirable:  |
|--|---|
| <ul style="list-style-type: none"> <li>• Qualifications in business/agricultural related field or equivalent experience</li> <li>• Minimum of 5 (five) years' experience working in the poultry industry</li> <li>• Experience with SKOV management systems</li> <li>• Current Driver License</li> </ul> | <ul style="list-style-type: none"> <li>• Current First Aid Certificate</li> <li>• Machinery operation qualifications</li> </ul> |

| Competencies and Skills   |
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| <ul style="list-style-type: none"> <li>• Solid knowledge of the concepts, principles and practical applications on animal husbandry and business operations;</li> <li>• Demonstrated skill and experience in leading, managing, coaching and motivating a team;</li> <li>• Strong commercial acumen and drive to maximise value in business management with the ability to organise and manage conflicting work priorities;</li> <li>• Report writing and analytical skills;</li> <li>• Ability to develop and maintain strategic relationships with all stakeholders;</li> <li>• Demonstrated ability to work in a multidisciplinary and diverse team;</li> <li>• Attention to detail and demonstrated ability to plan, prioritise and organise work demands and meet tight deadlines; and</li> <li>• Strong computer skills and proficient in the use of the Microsoft Office suite.</li> </ul> |

| Key Relationships   |  |
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| <p><b>Internal:</b></p> <ul style="list-style-type: none"> <li>• National Livestock Investment Manager</li> <li>• Assistant Operations Manager</li> <li>• Farm Managers</li> <li>• All Site Staff</li> <li>• Human Resources</li> <li>• HSEQ Manager</li> </ul> | <p><b>External:</b></p> <ul style="list-style-type: none"> <li>• Inghams Enterprise</li> <li>• RSPCA / FREPA</li> <li>• Suppliers</li> <li>• Contractors</li> <li>• Local Businesses</li> <li>• Local communities</li> </ul> |

| <b>Position Description Approved by:</b>     |                      |                  |                      |
|--|----------------------|------------------|----------------------|
| <b>Position Title</b>                        | <b>Name</b>          | <b>Signature</b> | <b>Date approved</b> |
| <b>National Livestock Investment Manager</b> | <b>Nathan Morris</b> |                  |                      |

| <b>Position Description Accepted by:</b> |                       |                  |                      |
|--|-----------------------|------------------|----------------------|
| <b>Position Title</b>                    | <b>Incumbent Name</b> | <b>Signature</b> | <b>Date accepted</b> |
| <b>Operations Manager</b>                |                       |                  |                      |