

Position Description	
Position Title: Farm Manager	Date: July 2018
Reports to: Operations Manager	Location: Blanchetown SA
Department: Southern Cross Poultry Operations	Direct Reports: Farm 2IC & Farm hands

Position Purpose
<p>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.</p> <p>The Farm Manager is responsible for the day-to-day management of a free range broiler poultry farm. The Farm Manager achieves long-term production goals, following sustainable livestock management practices, improving the overall efficiency of the business and increase profitability through the effective management of the farm including livestock, feed management, bird collection and placement, shed servicing, grounds maintenance, recruitment, training, record keeping and other related industry WHS and bio security requirements.</p> <p>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.</p>

Key Responsibilities
<p>Animal Husbandry</p> <ul style="list-style-type: none"> • Monitor growth rates against targets. Administer vaccines, supplements and other appropriate animal husbandry; • Manage the prescribing and implementation of the animal husbandry program including training and supervision of staff. This includes flock health programs, young stock management and measuring and recording performance data <p>Feed Management and Delivery</p> <ul style="list-style-type: none"> • Determine feed availability based on growth rates, order and manage feed inventory • Set up, operate and monitor feed delivery equipment per shed farm and elsewhere on farm. Oversee feed ordering / inventory. • Manage the sourcing and reticulation of water to flock to meet their requirements. • Maintain an understanding of dietary requirements based on production and cost. <p>Production</p> <ul style="list-style-type: none"> • Identify the need for renovation of litter, organize overturning/removal, summer and winter schedule including purchase of litter. • Implement the irrigation program including monitoring and maintenance of irrigation equipment. • Follow weed management policy on facility. Monitor and determine most appropriate treatment. <p>Plant Equipment and Infrastructure Maintenance</p> <ul style="list-style-type: none"> • Manage the maintenance program for farm facility vehicles, equipment and implements. • Implement maintenance program for farm buildings including shedding, silos and dwellings. • Maintain and develop infrastructure including fencing, water reticulation, laneways, and drainage. Maintain and develop stock handling facilities, shedding and feeding areas, migration fences. • Implement the facility / farm maintenance schedule including routine machine testing and maintenance of equipment.

Financial

- Plan finances and production to maintain facility progress against budget parameters;
- Achieve the budget by controlling operating costs, reducing waste and managing overheads in the Operation.
- Contribute to the annual budgeting process and periodic forecasting by providing senior management with timely and accurate budget proposals and forecasts.
- Maintain financial records
- Ensure adequate inventory control of the operation and prevent theft within the operation. Periodic checking of the stock, fixed assets and small valued assets in the operation. Ensure procedure whereby small valued assets are recorded on the relevant asset register.

Leadership and Administration

- Ensure compliance with workplace legislation including Biosecurity, the Safety Management System and HSEQ requirements.
- Assist with implementation of risk management strategies and report to management on significant risk including financial, safety, environmental and employee risk
- Provide leadership, development and coaching to Farm 2ICs and staff to meet performance objectives and KPIs
- Oversee and manage the resourcing of farm to deliver operational outcomes within budget including the effective engagement and training of new staff
- Oversee the organisation of a roster for all staff including allocation of tasks. Organise the communication system including staff meetings, whiteboards, use of telecommunication equipment and message protocols.
- Train staff in animal care procedures, maintenance duties, and safety precautions
- Prepare reports concerning facility activities, employees' time records, and animal treatment.
- Confer with Farm 2ICs to determine production requirements, conditions of equipment and supplies, and work schedules.
- Assist with audits on the farms with respect to Assets, minimum standards, maintenance and safety and monitoring the results. Developing action plans to mitigate risk to the operation.
- Workforce planning - maintaining correct staffing levels with the necessary skills by systematically planning and implement employee vacation schedules and accurately forecasting recruitment needs.
- Ensuring that farm activities comply with government regulations.
- Giving feedback and gaining commitment in improving area performance by conducting performance improvement sessions, on job coaching and attending weekly operation performance meetings.
- Protecting the environment and maintaining bio-diversity.
- Sustaining a positive team spirit by treating team members fairly and dealing with problem situations firmly and decisively.
- Monitoring staffs condition of employment
- Report to management on business performance, operational compliance, biosecurity, health and safety, and environmental issues
- Implement technology and reporting systems as required

Other duties as directed by the Operations Manager.

Experience /Qualifications

- | | |
|--|---|
| <ul style="list-style-type: none"> • Qualifications in Business/Agricultural related field or equivalent experience • Minimum of 5 (five) years' experience working in the poultry industry or similar | <ul style="list-style-type: none"> • First Aid Certificate • Highly developed communications and negotiation skills • Current Driver's License |
|--|---|

Competencies and Skills

- Solid grounding and appreciation of the concepts, principles and practical applications on animal husbandry and business operations
- Demonstrated skill and experience in leading, managing, coaching and motivating a team of staff remotely and directly
- Ability to develop and maintain strategic relationships with all stakeholders
- Strong commercial acumen and entrepreneurial drive to maximise value in business management with the ability to organise and manage conflicting work priorities
- Extensive work history and demonstrated ability to work in a multidisciplinary and diverse team
- Attention to detail and demonstrated ability to plan, prioritise and organise work demands and meet tight deadlines
- Strong computer skills and proficient in the use of Microsoft suite and SKOV management systems.

Key Relationships

Internal

- Senior Management
 - National Livestock Investment Manager
- Operations Manager
- Head Office
 - HSEQ Manager
 - Financial Manager
- All Farm staff

External

- Inghams
- Suppliers
- Local Businesses
- Local Communities
- Contractors

Position Description Approval & Acceptance:

Position Title	Name	Signature	Date
National Livestock Investment Manager			
Farm Manager			