JOB DESCRIPTION - DETAILED

Feedlot Supervisor

**What is a Job Description?**

A job description defines the responsibilities, competencies, education, experience, knowledge, and other requirements for success in a position.

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| POSITION | FEEDLOT SUPERVISOR |
| Department/Team | [Insert department or team the position belongs to] |
| Manager | [Insert position name of Supervisor/Manager] |
| Location | [Insert location of site] |
| Term of Work  | [Insert whether work is seasonal, internship, full-time ] |

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| **POSITION PURPOSE** |

State the nature of the position, why it exists, and how it helps the organization achieve its goal(s).

The Feedlot Supervisor supervises the implementation of the organization’s strategic plan to ensure alignment with the organization’s vision, mission, and objectives; Directs the work of employees and participates in human resource planning, the development of job descriptions, foreign worker initiatives, labour pool strategies, employee training plans, employee support programs, and employee recruitment, selection, performance, and retention; Supervises risk management strategies to mitigate or reduce risk and potential impact; supervises company standards for customer service; Supervises occupational health and safety procedures to minimize risk in the workplace; supervises food safety and security procedures, including those covering traceability, risk management, pest and disease control, water management, storage, product packaging, and recall; supervises the maintenance of technology, farm facilities, equipment, supplies, and infrastructure; supervises the production schedule and procedures in order to meet production requirements; ensures compliance with legislation, regulations, and industry standards that apply to farm activities; implements, monitor compliance with, and evaluate standard operating procedures for all farm activities; supervises environmentally sustainable procedures to minimize production’s impact on the natural environment; supervises procedures to protect against the introduction and spread of diseases; supervises the quality of cattle accommodations (e.g., facilities, pens or stalls, corrals or yards, pastures, and ranges) and the conditions required to maintain cattle health and safety; supervises cattle health and welfare procedures; supervises procedures for moving cattle; supervises training to handle cattle on horseback; supervises procedures for processing cattle entering the farm; supervises the provision of feed and water to weaned calves until they are yearlings, and monitors behaviour during feeding; supervises the use and maintenance of equipment, tools, and technology during all phases of production.

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| **COMPANY DESCRIPTION** |

Describe the nature of your company, its goals, values and mission statement.

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| **MAIN RESPONSIBILITIES** |

List key responsibilities for the position.

**Supervise implementation of the strategic plan**

* Implement strategic plan
	+ Understand company vision, mission, and objectives
	+ Understand the current business environment of the organization
	+ Coordinate the implementation of the strategic plan
	+ Ensure that employees understand their responsibilities in relation to the plan
	+ Assign resources
	+ Monitor compliance
	+ Report progress and issues to management
* Implement annual business plan
	+ Coordinate the steps needed to implement the business plan
	+ Report progress and issues to management
	+ Recommend adjustments to business plan

**Supervise employees**

* Implement and monitor compliance with human resources standard operating procedures
* Participate in the development of the human resources plan
	+ Identify human resources goals and risks for work team(s)
	+ Identify training needs for work team(s)
	+ Provide input into human resources plan
	+ Participate in the review of human resources plan
* Participate in the evaluation of labour needs
	+ Identify need to hire new employees
	+ Identify timeframe for required employment
* Participate in the development of job descriptions
	+ Identify skills required
	+ Identify personal traits required
	+ Identify minimum qualifications
	+ Define job schedule requirements (e.g., full-time, part-time, casual, volunteer)
	+ Determine compensation package
	+ Review relevant government legislation/regulations
* Participate in recruitment
	+ Provide input into recruitment strategy
	+ Participate in screening of résumés
* Participate in the selection process of new employees
	+ Sit on interview panel
	+ Record interviewee responses
	+ Discuss ratings
* Supervise employee training plan
	+ Provide input into training requirements
	+ Communicate available training resources to employees
	+ Communicate training delivery methods to employees
	+ Implement orientation and training programs
	+ Track employee training
	+ Recommend revisions to the employee training plan
* Manage employee performance
	+ Establish individual performance expectations
	+ Discuss performance expectations with employee
	+ Delegate work
	+ Ensure that work is completed safely
	+ Ensure that employee has the support/resources needed
	+ Conduct performance evaluations
	+ Document employee performance
* Provide performance feedback
	+ Provide input concerning employee performance
	+ Communicate observed progress to the employee of assigned work team members
	+ Provide opportunity for the employee to provide feedback
	+ Provide input into appropriate action in compliance with labour laws, if issue has not been resolved
* Promote the use of employee support programs
	+ Provide input into the development of employee support program based on employee needs
	+ Discuss work-life balance with employees
	+ Recommend improvements to employee wellness plans and programs
	+ Recommend specific support needed by individual employees
* Implement retention initiatives
	+ Provide opportunities for employee feedback
	+ Provide input into plan to mitigate employee turnover
	+ Identify individual employee’s strengths, areas for development, interests, and potential
	+ Promote employee retention and motivation initiatives (e.g., employee recognition plan, career development plan, opportunities for advancement, team building)

**Supervise risk management**

* Implement and monitor compliance with standard operating procedures to manage risk
* Anticipate threats
	+ Identify risks (e.g., production, market, finances) for area of responsibility
	+ Communicate risks to management
	+ Recommend corrective or preventative action to mitigate risks and potential impacts
* Implement a plan per threat
	+ Review risk mitigation best practices
	+ Recommend possible mitigation methods to management
	+ Communicate risk mitigation strategies to employees
	+ Train employees on proper response
* Implement plan for area of responsibility, as needed
	+ Apply selected mitigation method
	+ Monitor ongoing situations
	+ Report implementation issues to management
* Participate in annual review of plan
	+ Review results from previous year
* Recommend improved methods to mitigate risks

**Build customer relations**

* Meet customer needs
	+ Promote delivery of high-quality products that meet customer needs
	+ Educate employees on customer service procedures
		- Monitor client satisfaction
		- Gather customer feedback
		- Resolve customer complaints
		- Document customer concerns
		- Report customer concerns to management
	+ Recommend improvements to procedures for customer service

**Supervise occupational health and safety**

* Implement occupational health and safety standard operating procedures
* Monitor compliance with procedures
	+ Understand health and safety legislation, regulations, and standards
	+ Communicate health and safety policies and procedures to employees
	+ Verify compliance with health and safety procedures (e.g., Personal Protective Equipment)
	+ Stay up-to-date on changes to the standards
	+ Train employees on safe work procedures
	+ Participate in Safety Committee, if established
	+ Verify adherence to safety equipment maintenance program
	+ Coordinate emergency agreements between stakeholders
	+ Report accidents, incidents and near-miss incidents
	+ Document accidents, incidents and near-miss incidents
* Participate in the development of emergency response procedures
	+ Participate with management in the development of procedures
	+ Train employees on emergency policies and procedures
	+ Conduct emergency drills to ensure employee preparedness
	+ Monitor compliance with emergency response policies and procedures
	+ Recommend changes to emergency response policies and procedures
* Attend health and safety training
	+ Participate in health and safety training (e.g., first aid, WHMIS, ergonomics, stress management)
	+ Verify employees’ participation in health and safety training program
	+ Monitor the testing of safety alarms/alerts regularly
	+ Participate in health and safety meetings
* Follow best practices for dealing with the environment such as:
	+ - sun safety
		- dehydration
		- cold weather
* Monitor compliance with workplace incident response procedures
	+ Verify employee compliance with workplace incident response procedures
	+ Report accidents, incidents and near-miss incidents to management
	+ Document accidents, incidents and near-miss incidents
* Recommend changes to company procedures

**Supervise food safety and security**

* Implement and monitor compliance with food safety and security standard operating procedures
	+ Understand food safety and security regulations and procedures
	+ Ensure employees understand food safety and security procedures
	+ Verify compliance with food safety and security procedures
	+ Verify compliance with environmental procedures
	+ Recommend improved food safety and security procedures
* Ensure compliance with traceability procedures
	+ Educate employees on traceability procedures
	+ Document incidents
	+ Report breaches of traceability procedures to management
	+ Recommend improvements to traceability procedures
* Apply risk management techniques
	+ Identify potential risks
	+ Understand risk management techniques
	+ Apply relevant mitigation action
	+ Document identified risks and mitigation actions taken
	+ Report incidents to management
	+ Recommend improvements to risk management plan
* Ensure compliance with pest and disease control procedures
	+ Communicate regulations and procedures to employees
	+ Verify compliance with pest and disease control procedures
	+ Train employees on pest and disease control procedures
	+ Document pest and disease control actions
	+ Report pest and disease incidents to management
	+ Ensure proper storage of pest and disease control products
	+ Recommend improvements to pest and disease control procedures
* Ensure compliance with water management standard operating procedures
	+ Educate employees on water management procedures
	+ Verify compliance with water management procedures
	+ Train employees on water management procedures
	+ Recommend improvements to water management procedures
* Ensure compliance with storage procedures
	+ Train employees on storage procedures
	+ Verify compliance with storage regulations and procedures
	+ Recommend improved storage procedures
* Obtain certifications, such as:
	+ verified beef program
	+ environmental farm program

**Supervise maintenance of infrastructure, equipment, and supplies**

* Implement and monitor compliance with standard operating procedures for the maintenance of technology, farm facilities, equipment, supplies, and infrastructure
* Oversee technology requirements
	+ Assess technology needs
	+ Recommend technology
	+ Keep current with technology innovations
	+ Train employees on use of new technology (e.g., scheduling, vendor coordination)
	+ Ensure effective use of technology
* Supervise the maintenance of facilities
	+ Ensure work areas are maintained in good repair
	+ Identify maintenance issues and repairs
	+ Ensure compliance with repair/replace policy
	+ Ensure that repairs are completed and documented
	+ Coordinate decommissioning procedures
	+ Coordinate disposal procedures
* Supervise the use of equipment
	+ Coordinate repairs and maintenance
	+ Ensure that repairs are completed and documented
	+ Ensure compliance with equipment storage requirements
	+ Follow proper disposal procedures
* Monitor the use of supplies
	+ Determine restock rates of supplies
	+ Advise management of storage space requirements
	+ Ensure inventory of supplies is adequate
	+ Recommend equipment to support materials handling
* Monitor security system
	+ Monitor security system
	+ Monitor biosecurity system
	+ Recommend improvements to management
	+ Train employee on response to security alerts
	+ Ensure security system equipment is maintained
* Monitor critical backup systems
	+ Monitor critical backup systems
	+ Recommend improvements
	+ Monitor the testing of the critical backup
	+ Ensure critical backup equipment is operating
* Receive supplies
	+ Record delivery time
	+ Ensure invoice matches purchase order
	+ Ensure condition of goods is satisfactory
	+ Collect all relevant documentation
	+ Report irregularities in order or condition to supplier immediately
	+ Store stock securely
	+ Record received goods in inventory system
* Follow shipping procedures
	+ Prepare products for shipping
	+ Pay for delivery
	+ Document payment details
	+ Check shipments for accuracy, quality, and customer specifications
	+ Check shipping documents for accuracy
	+ Report shipping irregularities
	+ Recommend solutions to carrier irregularities

**Supervise production and harvesting**

* Implement and monitor standard operating procedures for production
* Monitor production schedule
	+ Participate in setting production goals
	+ Recommend adjustment to production schedule
	+ Review production outcomes with management
* Implement production schedule
	+ Provide input in setting production goals and results
	+ Verify compliance with equipment and production standard operating procedures
	+ Determine objectives
	+ Set priorities
	+ Delegate work
	+ Provide regular production updates to management
* Manage employee schedule
	+ Develop employee work schedule for assigned area of responsibility
	+ Review employee schedule to ensure that all shifts and positions are covered
	+ Assign work schedule
	+ Accommodate employee requests for schedule change
	+ Notify management of any necessary changes to employee schedule
* Recommend improvements to production and harvesting procedures

**Monitor compliance with legislation, regulations, and standards**

* Comply with federal, provincial, and municipal legislation and regulations pertaining to:
	+ - human rights
		- employment and labour
		- human resources
		- occupational health and safety
		- transport
		- the environment
		- water
		- growth and cultivation
		- biosecurity
		- animal welfare
		- waste disposal
		- marketing
		- firearm licensing and training
		- deadstock
		- all other applicable legislation and regulations
* Comply with applicable standards, such as:
	+ National Farm Animal Care Council *Code of Practice for the Care and Handling of Beef Cattle*
	+ *Standard Verified Beef Production* (V.B.P.)
	+ Alberta’s Natural Resources Conservation Board
* Comply with *Health of Animals Regulations* for transportation of animals
* Comply with *Canadian Cattle On-Farm Biosecurity Standard*
* Ensure compliance with site conditions of license
* Evaluate compliance procedures and adjust as needed
* Monitor employee compliance

**Supervise operating procedures**

* Implement standard operating procedures
* Keep up-to-date with standard operating procedures
* Comply with procedures
* Train employees
* Monitor employee compliance
* Keep up-to-date with new research
	+ Read relevant journals
	+ Participate in research initiatives
	+ Collaborate with other operators on research projects
* Recommend improved procedures

**Supervise environmental sustainability**

* Implement and monitor compliance with standard operating procedures for environmental sustainability
* Identify environmental hazards, such as:
	+ - fuel
		- oil
		- manure
		- dead animals
		- veterinary waste
		- pharmaceuticals
		- pesticides
		- fertilizers
		- pathogens
* Monitor environmental factors on the farm, such as:
	+ - water quality
		- soil quality
		- air quality in facilities
* Monitor compliance with procedures for:
	+ Manure handling, storage, disposal, and field application
	+ Deadstock handling
	+ Water supply management
	+ Grazing management
	+ Pest and predator management
	+ Energy resource management
	+ Organic and inorganic waste handling, storage, and disposal
	+ Petroleum storage and handling
	+ Fuel spill clean-up
* Recommend improvements to procedures for environmental sustainability

**Supervise biosecurity**

* Implement and monitor compliance with biosecurity standard operating procedures
	+ Review biosecurity procedures with employees
	+ Monitor compliance with farm entry and movement requirements for:
		- employees
		- visitors
		- service people
		- cattle
		- other livestock
		- equipment
		- vehicles
		- feed
	+ Verify that farm entry requirements are followed, such as:
		- the use of dedicated footwear
		- the use of foot baths
		- handwashing
		- the use of disinfectant
		- the use of coveralls
	+ Maintain visitor logbook in work area
	+ Identify risks to biosecurity
	+ Keep current with updates on outbreaks
	+ Take appropriate measures related to outbreaks, such as:
		- inform employees
		- review standard operating procedures
		- follow up
	+ Notify management if there is a breach in biosecurity
* Maintain disease barrier
	+ Understand the principles of cross contamination
	+ Ensure farm quarantine procedures are followed
	+ Apply disease prevention measures related to:
		- cross contamination
		- transmission
		- carriers
		- disinfection
		- hygiene
		- equipment sanitation
	+ Ensure that pest control measures are followed
	+ Coordinate work activities in order to maintain disease barrier
* Recommend improvements to biosecurity procedures

**Supervise maintenance of facilities, pens, and pastures**

* Verify that cattle facilities, pens, and pastures provide optimal safety for cattle and employees
* Verify that areas for calving are safe, clean, and promote calf survival
* Assist in the tracking of outcome-based measures to assess the suitability of housing and stocking density
* Coordinate the preparation of indoor and outdoor cattle accommodation
* Coordinate the placement of fences and barriers on facilities
* Ensure that environmental conditions are maintained in indoor facilities, such as:
	+ - air circulation
		- dust levels
		- temperature
		- relative humidity
* Monitor environmental conditions of facilities
	+ Monitor temperature and relative humidity levels
	+ Monitor alerts for adverse weather systems
	+ Ensure cattle have access to areas, either natural or man-made, that provide relief from weather that may risk their welfare
* Monitor the conditions of fences and barriers
* Report repairs needed to facilities, fences, and barriers to management
* Perform repairs of facilities, fences, and barriers
* Recommend improvements to procedures for cattle facilities, pens, and pastures

**Supervise cattle health and welfare**

* Implement and monitor standard operating procedures for the health and welfare of cattle.
* Take steps to prevent exposure of cattle to toxins (e.g., lead batteries, fertilizer, treated seed, antifreeze, nitrates) and feed that could cause injury or limit intake
* Monitor presence of poisonous plants and noxious weeds in the pasture
	+ Recognize poisonous plants and noxious weeds
	+ Train employees to identify poisonous plants and noxious weeds
	+ Implement measures to eliminate poisonous plants and noxious weeds from the pasture, such as:
		- spot spray with pesticide
		- pasture rejuvenation
		- use of herbicides
* Monitor hygiene and sanitation on the farm
* Recognize diseases and illnesses affecting cattle
* Recognize common cattle health disorders
* Recognize signs of ill health in cattle, such as:
	+ - physical abnormality
		- withdrawal from feed and water
		- behavioural changes
* Recognize signs of stress in cattle and abnormal behaviour
* Supervise the monitoring of cattle health and behaviour
	+ Follow cattle health and behaviour monitoring procedures
	+ Train employees to identify signs of stress, abnormal behaviour, and illness
	+ Supervise inspection of herd
	+ Monitor cattle behaviour
	+ Quarantine cattle showing signs of abnormal behaviour
	+ Report signs of illness, injury, and behavioural problems and their probable causes to management
	+ Provide culling recommendations to management
* Cull cattle from herd
* Ensure compliance with procedures for treatments and vaccinations
* Ensure compliance with operating procedures for conducting routine husbandry
* Ensure compliance with procedures for examination and treatment of ill animals in the cattle hospital at a finishing feedlot
* Ensure compliance with euthanasia procedures
	+ Follow procedures for humane euthanasia and consider factors involved in euthanizing an animal, such as:
		- method of restraint
		- euthanasia method
		- safety
		- maintenance of equipment
	+ Recognize factors involved in determining when to euthanize, such as:
		- pain and distress of animal
		- ability of the animal to obtain feed and water
		- risks to other animals
		- likelihood of recovery
		- lameness
		- productivity
	+ Follow procedures for method of euthanasia and maintenance of euthanization equipment
	+ Maintain records of euthanization
* Supervise the handling of deadstock
	+ Follow deadstock collection and disposal procedures
	+ Ensure employees follow procedures for management of deadstock
	+ Direct the movement of dead stock to designated location (e.g., on-farm incinerator, or location for pick-up)
	+ Maintain records of number of mortalities and associated causes
* Monitor adherence to predator and pest control procedures
	+ Identify different types of predators and pests
	+ Identify signs of predators, such as:
		- signs of a struggle
		- drag marks
		- broken vegetation
		- blood near the carcass
		- herd appears nervous
	+ Recognize signs of pests
	+ Review predator and pest control procedures with employees
	+ Identify repairs required to facilities and structures
	+ Supervise repairs as needed
	+ Report predation to management
* Follow winter management plan
	+ Monitor herd for signs of cold stress (hypothermia), such as:
		- shivering (cattle may stop shivering if hypothermia worsens)
		- low core body temperature (less than 35°C or 96°F)
		- cold mouth
		- inability to get up
		- no suckling reflex (in calves)
		- frostbite (especially for newborn calves)
	+ Review signs of cold stress with employees
	+ Direct the relocation of cattle to sheltered area or shed
	+ Coordinate the provision of extra feed
	+ Coordinate the provision of extra bedding when necessary
* Follow summer management plan
	+ Monitor herd for signs of heat stress, such as:
		- open-mouth panting with tongue protruding
		- laboured breathing
		- drooling or froth around the mouth
	+ Review signs of heat stress with employees
	+ Direct strategies to assist cattle showing signs of heat stress, such as:
		- Avoid handling cattle
		- Feed cattle at dusk or dawn
		- Moisten the ground in part of the pen
		- Sprinkle cattle with water
	+ Coordinate the provision of additional water when necessary
* Recommend improvements to procedures for maintaining cattle health and welfare

**Supervise the movement and transportation of cattle**

* Implement and monitor compliance with standard operating procedures for moving and transporting cattle
* Understand best practices for stress-free cattle handling
* Instruct employees how to handle cattle during activities, such as:
	+ - moving from one location to another
		- loading and unloading
		- transportation
		- restraining
		- processing of cattle
* Instruct employees how to use handling equipment and tools, such as:
	+ - squeezes
		- head gates
		- palpation cage
		- alleys
		- tubs
		- chutes
		- whips
		- paddles
* Train employees to use of stock prods
* Supervise employee handling of cattle
* Supervise cattle loading and shipping procedures
	+ Ensure compliance with standard operating procedures for cattle loading and shipping
	+ Monitor schedule of cattle departures
	+ Ensure employees are on hand for departures
	+ Maintain records of cattle loading and shipping
* Recommend improvements to procedures for the movement and transportation of cattle

**Supervise horsemanship training**

* Follow best practices in horsemanship
* Follow standard operating procedures for moving cattle on horseback
* Handle the horse
* Move cattle on horseback
* Separate cattle on horseback
* Sort cattle (i.e., separate sick cattle from group) on horseback
* Move cattle through gates and close the gate from horseback
* Provide basic care to the horse
* Train employees in horsemanship, including how to:
	+ - handle the horse
		- move cattle
		- separate cattle
		- sort cattle (i.e., separating sick cattle from group)
		- move cattle through gates and close gates from horseback
* Recommend improvements to horsemanship training

**Supervise the processing of arriving cattle**

* Implement and monitor compliance with standard operating procedures for processing arriving cattle
* Monitor the processing
	+ Ensure compliance with standard operating procedures for processing cattle entering the farm,
	+ Process according to animal sex, weight, body condition score, source, and feeding plan
	+ Monitor schedule of cattle arrivals
	+ Ensure employees are on hand for processing cattle arrivals
	+ Ensure employees use proper equipment and facilities for safe handling and restraint of cattle
	+ Assist employees with processing cattle arrivals
	+ Complete records of cattle processing
* Recommend improvements to procedures for processing cattle

**Supervise feeding of cattle in a feedlot**

* Implement and monitor compliance with standard operating procedures for the provision of feed and water to cattle in a feedlot
* Monitor quality of feed
	+ Inventory feed
	+ Inspect bags and labeling to ensure quality
	+ Sample feed
	+ Submit feed sample to laboratory for analysis
	+ Verify ongoing quality of feed
	+ Verify that feed documentation is complete
	+ Monitor quality and cleanliness of storage environment
	+ Ensure that feed provided is suitable for cattle and calve’s stage of production
* Prepare required feed rations
* Prepare required supplements
* Verify compliance with feeding regimen
	+ Verify that the feeding schedule is followed
	+ Monitor amount of feed provided to calves
	+ Monitor the quality of feed provided or available to calves
	+ Recognize underfeeding and overfeeding
	+ Recommend adjustments to feeding rations
	+ Communicate any changes in feeding regimen to employees
	+ Verify completion of records concerning the amount of feed provided
	+ Notify management of issues with the provision of feed
* Supervise the provision of water to cattle
	+ Verify that cattle have access to potable water of adequate quality and quantity
	+ Monitor the quality and quantity of water sources, including snow in the winter and surface water in the summer
	+ Recognize signs dehydration
	+ Recommend adjustments to watering program
	+ Communicate any changes to watering regimen to employees
	+ Notify management of issues with the provision water
* Monitor cattle feeding behaviour
	+ Ensure compliance with procedures for pen checks
	+ Monitor cattle for abnormal behaviour, such as:
		- vocalizing
		- roaming
		- breaking through fences
		- mounting other calves (staggy steer calves)
	+ Consult with employees regarding cattle feeding behaviour
	+ Verify completion of records concerning abnormal behaviour during feeding
* Recommend improvements to procedures for feeding cattle during backgrounding in a feedlot

**Supervise the use equipment, tools, and technology**

* Implement and monitor compliance with standard operating procedures for use and maintenance of equipment, tools, and technology
* Verify that employees using the equipment have the required certification and training to operate equipment
* Ensure compliance with standard operating procedures and manufacture instructions for the operation and maintenance of equipment and tools
* Use basic hand or power tools, such as:
	+ - hammer
		- wrench
		- pliers
		- hand saw
		- chain saw
* Operate machinery and equipment, such as:
	+ - Fencing tools and equipment
			* electric fencing system
			* post-pounder
			* post hole auger
		- Air compressor and accessories
		- Feeding and watering equipment
			* portable feed millers/mixers
			* silo unloading equipment
			* silage blowers and auxiliary equipment
			* feed mixers
			* feed trucks
			* water trucks
		- Manure handling equipment
			* manure spreader
		- Manure storage equipment
		- Cattle handling equipment
			* headgates
			* chutes
			* squeezes
			* weigh scales
			* traceability equipment
		- Animal husbandry equipment
			* tagging equipment
			* dehorners
			* branding equipment
			* castration equipment
			* vaccination supplies (e.g., syringes, thermometer)
		- Emergency standby generators
		- General farm equipment such as
			* trucks with and without equipment in tow
			* tractors with and without attachments (e.g., trailer, mounted implements, loaders)
			* power take off PTO)
			* forage harvester
			* balers
			* mowers
			* rakes
			* wrappers
			* bale wagon
			* swathing
			* combine
			* augers
			* conveyors
			* skid-steers
			* off highway vehicles (OHVs)
			* power vehicles
			* ATVs
			* skid-steers
* Use communication technologies (e.g., phones, radios)
* Use computer hardware and software including touch screens, databases, or spreadsheets
* Recommend improvements to procedures for use and maintenance of equipment, tools, and technology

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| **COMPETENCIES** |

List the competencies required to perform the position.

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| **FARM EQUIPMENT AND MACHINERY** |

List the tools and equipment used by the position and the frequency of use. Include protective gear or uniforms if required.

* Personal Protective Equipment (PPE)
* Safety equipment

**EQUIPMENT: beef production**

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| --- | --- |
| Air compressors and accessories | Fencing tools and equipment |
| Animal husbandry equipment | Manure handling equipment |
| Augers | Mowers |
| Balers | Phones |
| Bale wagon | Power take off (PTO) |
| Basic hand/shop tools  | Radios |
| Cattle handling equipment | Rakes |
| Conveyors | Skid-steers |
| Computer software | Tractors and attachments |
| Emergency standby generators | Trucks and tow equipment |
| Feeding and watering equipment | Wrappers |

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| **WORKING CONDITIONS** |

List the working conditions related to the job.

* Outdoors under various weather conditions
* Physically demanding

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| **TRAINING/EDUCATION AND WORK EXPERIENCE** |

List any training requirements and the minimum required level of education to perform the position. Include recommendations if applicable. State whether previous work experience is required.

**Training/Education: adopt to NOC**

On-the-job training will be provided. Previous education/training is desirable.

**EXPERIENCE:**

Extensive relevant farm experience is required. Supervisory knowledge/skills required.

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| **QUALIFICATIONS** |

List certificates, licenses, or other professional designations necessary to perform the position. Include recommendations if applicable.

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| **LANGUAGE** |

List the language(s) requirements for the role, including both oral and written communication.

* English

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| **DRIVER’S LICENSE** |

State the type of license required for the role.

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| **Remuneration** |

List the remuneration available for the position.

Hourly wage:

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| **BENEFITS** |

List the benefits available for the position.

Benefit package:

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| **OTHER** |

List other requirements of the job.

Provide own transportation