



Post Title: Herdsperson – Youngstock and Rearing Specialism

Responsible to: Farm Manager / Dairy Herd manager

Status: Full Time

Purpose of the job: Work effectively to implement the dairy strategy and take responsibility for the day-to-day milk production and the health and welfare of all animals in milk production. To undertake day-to-day livestock tasks with the overall aim of assisting the Farm Manager to optimise the performance of the farm. The role also supports the farm and academic teams in providing effective provision of student education and training to provide a quality learner experience

REASEHEATH COLLEGE MISSION

“Industry Focused, Career Ready”

REASEHEATH COLLEGE VALUES

Every member of staff at the College has a responsibility for and commitment to the implementation of the College Vision so that the learner experience is a valuable and memorable one.

As an important part of our team you are also required to ensure that your behaviour towards both staff and learners demonstrates P R I D E in everything you do through actively supporting our Values:

P eople **R** esponsibility **I** ntegrity **D** iversity **E** xcellence

Key Tasks and Responsibilities of your job role:

- Assist the Herd Manager in the daily management of the Dairy Herd and Estate.
- Working alongside the Milk Production Herdsperson to deliver the overall dairy strategy as directed by the Herd Manager
- Maintain and enforce best practice protocols for all aspects of the dairy as directed by the Herd Manager
- Ensure all aspects of your role as herdsperson are tailored not only to the health and welfare of the herd but also actively encourage learner participation and that all information and assistance is passed on willingly
- Ensure, by following planned procedure, that the dairy is equipped for and is delivering the required level of knowledge transfer to students and is meeting current curriculum requirements

- Lead the day-to-day management of calf rearing, youngstock and beef production strategies which may include
 - but not be restricted to:
 - Calf rearing and management of the facility
 - Rearing of beef stock
 - Rearing group allocations
 - Veterinary treatments
 - Disbudding
 - Maintenance of the youngstock and weighing areas including hygiene
 - Compliance with food standards and Arla regulations

- Work to targets and KPIs set out at farm management meetings and/or by the Farm/Herd Manager, these may include but not be restricted to:
 - DLWG
 - Instances of environmental calf illness
 - Mortality
 - Financial KPIs
 - Learner feedback

- Lead the day-to-day management of the youngstock rearing strategies, which may include but not be restricted to:
 - Feeding regime
 - Supplier of product
 - Style of rearing system in use
 - Protocols and parameters
 - Breeding strategy
 - Sales and Marketing opportunities

- Undertake the full range of herd management and herd health duties
- Demonstrate the highest standards of animal welfare and best practice
- Maintain all necessary herd records
- Ensure all duties are carried out in a timely and professional manner.
- Make significant contributions towards the achievement of excellent technical results which raise the profile for the College within the dairy industry and adds to the learning experience of our students.

PLEASE NOTE

Reaseheath is an education establishment within an ever changing service and all staff are expected to participate constructively in College activities and to adopt a flexible approach to their work.

Your job description will be reviewed during your annual Performance Development and Review interview, and will be varied in the light of the changing business needs of the College.

The job description is not intended to be exhaustive and is only indicative of the nature and level of the responsibilities associated with the post at the date it was drawn up. Your duties may vary from time to time without changing the general character of the post or the level of responsibility. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the terms and conditions of employment associated with the post.

Please note this role constitutes 'regulated activity' as defined by the Protection of Freedom Act 2012. The successful candidate will therefore be required to undertake an enhanced DBS with barred list information prior to starting employment.



Person Specification

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Qualifications, experience and skills:

- Minimum of GCSE/Level 2 Maths and English Grade C/4 or equivalent
- Demonstrate aptitude and enthusiasm to undertake the full range of dairy and youngstock related duties
- Some experience of working to protocols and KPIs is essential
- Some experience of working with external suppliers and/or advisors would be preferred
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- Significant experience of dairy farming is essential
- Significant experience of youngstock rearing.
- Demonstrate willingness to engage actively and enthusiastically within the dairy team
- Have a keen interest in working with educational staff and students and sharing skills and knowledge
- Have a keen interest in developing the dairy system as industry expectations and standards change