

Job Title: Cattle Management Trainee
Reports To: Feed Yard Manager
Location:

Summary: This is an entry level, hands on position with minimal supervision. This position learns all aspects of cattle management through receiving, pen riding, doctoring, processing, milling, and all supervisory functions in preparation for a management role within the cattle feed lot and eventual progression to become a Feed Yard Manager.

Essential Duties and Responsibilities may include the following. Other duties may be assigned.

- Works under the direct supervision of various Department Managers in the performance of daily routines.
- Carries out supervisory responsibilities within the guidelines of company policies and applicable laws. This will include limited supervision of employees, interviewing, hiring, training of employees; planning, assigning, and directing tasks; appraising performance, rewarding and disciplining employees, addressing complaints and resolving issues.
- Inspect incoming loads of cattle for miscounts, sick animals or other inconsistencies between received load and a report. Will also check in cattle and record load information.
- Ride horse through assigned pens and identify sick animals by observing outward signs of distress, segregate sick cattle for treatment by driving them to nearest hospital pen, calls dead in for removal.
- Moves cattle in a low stress manner
- Assist in shipping of cattle by opening gates, driving cattle to shipping areas for weighing, counting cattle and separating strays and checking withdrawals
- Medically treat cattle according to protocol established by management and consult veterinarian, and administer treatment in a humane manner
- Internally examine dead animals to determine cause of death
- Ensure monthly housekeeping inspections.
- Processes cattle by ear tagging, administering vaccinations, and other preventative measures according to established protocol and label instructions.
- Complies with all applicable safety rules and policies.
- Obtains technical and professional knowledge through onsite training, workshops, professional publications and through social networking.
- Ensure compliance with all ISO/HACCP and OSHA/Safety procedures, rules and regulations.

Personal Competencies:

- Expected to work well in-group problem solving situations.
- Ability to manage project team activities, participate in meetings.
- Gain a full understanding of business implications of decisions, conserve organizational resources, demonstrate knowledge of EEO policy, and complete administrative tasks, correctly and on time.
- Ability to adapt to changes in the work environment, have the ability to deal with frequent change, delays, or unexpected events, exhibit sound and accurate judgment.
- Prioritize and plan work activities, set goals and objectives, observe safety and security procedures, and report potentially unsafe conditions.
- Build effective teams through the Development and understanding of group dynamics; take action to enhance the productivity and collaboration among subordinates and peers; create an environment that encourages and reinforces teamwork.
- Take the initiative and assume responsibility for necessary actions or problems resolution; appropriately initiate behavior on projects or initiatives without requiring explicit

- management direction or guidance; know when management involvement is required and seek it out.
- Must be able to deal with others in an honest, ethical and fair manner; act in ways that are consistent with beliefs: openly address conflicts when they arise; provide clear and appropriate reasons for decisions.

Minimum Experience and Education:

- College Degree in the areas of Ag Science, Animal Science, or Ag Business is a must.
- Ability to ride a horse in a safe manner and supply gentle horse and tack.
- Animal husbandry skills such as the knowledge of cattle breeds and characteristics are required.
- Ability to follow directions, verbal and written.
- Must have a working knowledge of word processing, spreadsheet, and database software.
- Valid driver license
- Ability to read and interpret documents such as safety policies, and procedure manuals.
- Strong math skills and ability to work mathematical concepts and apply reasoning to practical situations.
- Excellent communication and leadership skills.
- Bi-lingual (English/Spanish) skills are a plus.

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly exposed to work near moving mechanical parts, airborne particles and vibration. The employee is frequently exposed to outdoor weather conditions and the noise level in the work environment is sometimes loud.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee, to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The employee must occasionally lift and/or move up to 50 pounds.