


Job Information Form

Job Opportunity:	Farm Manager – Poukawa Farm
Business Name:	Brownrigg Agriculture
Business Summary:	<p>Brownrigg Agriculture is a largescale farming agribusiness based in Hawke’s Bay, growing a range of natural farm produce of excellent provenance. Privately owned by brothers David and Jonathan Brownrigg, the business is based in the highly productive region of Hawke’s Bay.</p>  <p>With a long-term focus, Brownrigg Agriculture has the scale and internal controls to be a highly reliable supplier of premium products across its range of activities, spanning production cropping (export squash, onions, maize grain) through to lamb and cattle finishing. While run as separate business units, the cropping and livestock enterprises share the land platform, cross-business staff and service functions so the company strives for a ‘One Business’ culture.</p> <p>With an overall farming footprint of 8,000 hectares of freehold and leasehold land, the livestock enterprise leverages the natural pasture production strengths of the Group’s farming operations in Hawke’s Bay. In a summer dry environment with relatively kind winters and with the farms having a good balance of limestone hill country and fertile flats, the business has specialised in winter/spring lamb finishing.</p> <p>The business finishes 100-130,000 lambs per year, and as such is a key supply partner for meat processing companies, delivering sought supply and service for the critical winter-spring period. Alongside this, a significant but flexible bull beef policy is run, with 3,000 – 4,000 Friesian bulls bought in annually for subsequent trade or finish. Supporting these, commercial Angus breeding cows (combined herds of 500 cows) are strategically placed on the farms requiring added pasture grooming horsepower.</p> <p>The blocks are organised into five farm units under the management of Farm Managers and their supporting shepherding teams. With an effective grazing area of around 5,000ha (being variable depending on cash cropping commitments), these units range in size from 550ha through to 2,000ha and finish from 8,000 to over 35,000 lambs apiece.</p> <p>The ‘One Business’ culture is applied within the livestock enterprise itself, and resource sharing and inter-farm stock movements are used to unlock the full potential of the farms. Being an intensive finishing operation with high peak seasonal workloads, the business uses cross-business and seasonal staff</p>



efficiently and also operates a centralised Farm Support Team. This support team is comprised of staff with either general or specialist skill bases that move around the farms to fill resourcing gaps and also supplement farm teams during high demand activities such as arrival processing and mousing. The close proximity of all farms allows this model to operate efficiently.

Pasture renewal and the use of improved forages play a key part of the programme, and strong systems have been developed to drive production. The farms have a mix of plantain/clover, lucerne and brassica crops. All livestock produced for Brownrigg Agriculture programmes are farmed to high standards of animal husbandry and traceability and the farms are currently going through FAP+ certification.

Brownrigg Agriculture have a proven strategy of growing people and offering career progression to their valued team. Their People Strategy is centred on the principle of “Be Better, Every Day”.

To find out more visit <https://www.brownrigg.co.nz/>

Property Summary:

Poukawa is a mixed farming operation, with lamb and beef finishing combined with high value cash crops in the summer. Comprising a 1,150ha grazing platform, this farm is comprised of three blocks, two of which are side by side and one is 5 min down the road. The farm will finish 30,000-35,000 lambs in the winter and early spring and has a flexible bull beef policy operating alongside. Year-round, it is home to an Angus breeding cow herd to graze steeper areas suited to the animal class. A mix of forages drive animal performance, including lucerne, plantain, brassicas, and winter annual grasses.

Position Overview:

Working closely with the Livestock Leadership Team (LLT), the Farm Manager is responsible and accountable for implementing plans and organising operations for the Poukawa Farm. This will include monitoring and reporting farm performance information and contributing to the wider Livestock team. A key component of this role is leading and developing people under your management and supporting others across the business to do the same.

Assisted by a Stock Manager (2IC), you will lead a team of 2-3 shepherds, with additional support from a shared general team (Farm Support Team). Your day-to-day will include stock rotations, pasture management, animal health and welfare, weighing and condition scoring, recording, and reporting, health and safety and general farm maintenance.

This is a rewarding position and provides learning opportunities for someone who has an understanding and passion for finishing lambs and bulls. Under the guidance of the LLT, you will develop a strong understanding of feed management with a range of forages.



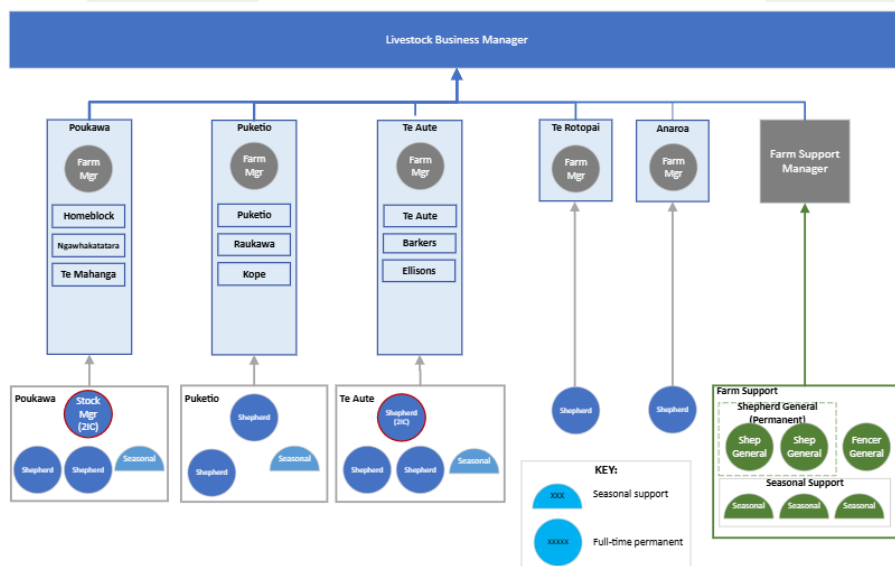
There is an opportunity for continued growth by way of refining your skills and gaining valuable experience across the entire business. You will be part of a structured livestock leadership team, giving you exposure of running a farming business. Further responsibility will be given when established in the role and new ideas welcomed.

Skills, Experience, and Attributes Required:

The successful applicant will be driven and have the desire to continually progress themselves and the property. To succeed in this role, you will bring:

- Excellent understanding of the fundamentals of a successful finishing operation.
- Proven performance within a Farm Manager role.
- Strong understanding of feed quality and supply/demand.
- Excellent communication and relationship building skills.
- Ability to lead a team and a passion for developing staff.
- Interest and ability in utilising technology and modern systems for accurate record keeping and reporting; competence working in spreadsheets and experience with Farmax & FarmIQ would be advantageous.
- Strong forward planning and time management skills.
- High level of stockmanship with a team of up to 5 working dogs.
- A full New Zealand Driver's Licence.

Staff Structure:



Career Opportunities & Benefits:

- Opportunity to work within an inclusive farming environment, where there is the chance to further your skills and progress your knowledge.
- The Owner's provide an excellent work culture and value their people.
- A modern farming operation with a close relationship with their agents and processors.



Partner Work
Opportunities:

- Located 20 minutes south of Hastings, just off the main road.
- Opportunity to work on a largescale finishing operation, that has established some excellent infrastructure, it will give you the scale of mustering and ownership with your tasks.
- Modern technologies and systems within the business.
- The mustering on offer will enable you to fine tune your dog skills.

For the right person, there could be opportunities available on other Brownrigg Agriculture operated farms or other roles within the wider business.

Due to the location of the property, there may be other work opportunities in the nearby townships. Hastings and Havelock North are an easy 20-minute drive.

Lifestyle Information

Accommodation:

Accommodation is a four-bedroom home with two living areas, warmed by heat pump and wood burner. It is a sound house in a stunning location.

Farm Location &
Community Information:

Based in Poukawa, 20 minutes south of Hastings. This proximity to town offers a lot of opportunities and Hawke's Bay is home to a variety of outdoor activities from beaches, wineries, sporting, and social opportunities.

Brownrigg Agriculture has a strong culture of its own and in-itself is a thriving and busy community. The company strives to bring a 'One Business' ethos into all they do and encourages cross-business engagement, whether that is in the sharing of resources to manage seasonal workloads or the active participation at one of the company wide social team-building events.

Brownrigg Agriculture's operational and administrative hub (the Agribase), and their three post-harvest packing/drying facilities, sit at the southern end of the Poukawa Farm. This brings a great opportunity for exposure to Brownrigg Agriculture's wider group operations and will suit someone who enjoys working with people and contributing to a bigger picture.

Schooling:

A wide range of schooling options are available given the close proximity to town. There are two primary schools nearby, being less than 10-minutes to either Poukawa or Pukehou Schools. Both are highly regarded and well-resourced rural primary schools. Quality secondary schooling is available in Hastings & Havelock North.

Farm Information

Farm Area (total/effective):

2,400ha with 1,150ha grazing platform through winter and spring.



Contour:	525ha steeper hills, 480ha of easy rolling hills and the balance are flats. In addition to this there is also a small area of seasonally grazed “watergrass” around Lake Poukawa.
Soil Type:	Limestone hill country phasing into peat flats.
Rainfall:	750mm average, variable.
Subdivision/Fences:	A mix of conventional and electric permanent fencing, with temporary polywire fencing used to subdivide the flats and forages; average paddock size is about 5ha.
Woolshed & Other Buildings:	Three woolsheds (3-4 stand), three main sets of sheep yards plus several satellite sets. Four main sets of cattle yards (with cattle crushes), plus a couple of basic satellite sets.
Weeds:	Weed control is guided by our in-house Agronomy team.
Water:	Mostly reticulated water from groundwater bores. As this farm has been built over time through accumulation of other blocks, there are several different systems in operation. Brownrigg Agriculture has a dedicated team member focused on water systems across the business to assist Farm Managers to manage supplies.
Machinery:	Can-Am side-by-side, and a 4WD Ute provided for work use. The wider business has dedicated Cropping, Trucking, Earthworks, Mechanical and Engineering divisions so in-house specialist support is widely used and never far away.
Tracks:	All weather access to almost all paddocks, with a couple of main central laneways to facilitate stock movements to yards.

Farm Policy & Systems

Production System	Intensive finishing.
Stock Policy - Breeds/Number:	<p>Lamb and beef finishing combined with high value cash crops in the summer. Responsibility for the cropping activity sits outside the farming team.</p> <p>Finishing 25,000 - 30,000 lambs per annum. Store lamb purchasing is centralised to leverage scale, with all lambs processed on arrival, including vaccinating, sexing, quarantine drench, and weight ranging. In a typical season, lamb purchasing begins in March and continues through into August. Our main sale period is September through into November. Our Farm Support team assists the designated farm team with seasonal tasks such as processing arrivals, ewe lamb scanning, and moulting.</p>



Friesian bulls are a flexible year-round stock class for the farm. Wintering approximately 500 R2s targeting kill pre-Christmas. Purchased as R1s through winter and into early spring, a proportion sold in the autumn with the balance carried through. R1 bulls are used over late spring and the summer to maintain pastures for the start of the lamb trade.

A relatively small herd of Angus cows (approximately 80) are retained to control areas less suited to Friesian bulls. This herd replaced a commercial Wagyu cow herd, so policy is evolving but currently replacements are purchased in as an in-calf R3/4. Cows are mated to an Angus bull, using Hallmark and Totaranui genetics. Currently, all calves are sold as weaners.

Other than the Angus cow herd, Poukawa Farm does not have any capital breeding stock.

Cows – Mating/
Calving/Weaning Dates:

Angus breeding cow herd, bulls join mid-November to target a calving mid-point of early September. Weaning is flexible, but early to mid-March.

Animal Health Practices:

Best animal health practices at all times. Work closely with vets.

Cropping Policy:

There are two cropping policies in play, cash cropping (squash / maize / onions) and forage crops (lucerne / chicory / plantain / kale / annual ryegrass).

Livestock policies have evolved out of the need to optimise cash cropping programmes, so the in-house Agronomy Team is central to ensuring the platform sharing is well planned, communicated and executed. The Farm Manager will have the opportunity to leverage the relationship and grow their own knowledge. The forage cropping and regrassing programme over the farm has been extensive with the vast majority of 'drillable' contour being part of the pasture renewal programme.

Irrigation Systems:

Poukawa has approximately 800ha of irrigatable flats, however, the majority of this area is utilised for the cash cropping programme during the summer months and the irrigation systems are managed by the Cropping Operations Team.



