

Job Information Form

Job Opportunity:	Property & Operations Manager
Business Name:	Four Legs Good – Animal Sanctuary & Regenerative Farm
Region:	Kaukapakapa (Rodney, Auckland Region)
Reports to:	The Owners
Business Summary:	<p>This is a 74-hectare privately owned family property being developed into a regenerative farming operation with a strong focus on animal welfare and sanctuary-based care. The owner's vision is to create a meaningful, values-driven enterprise that makes a positive environmental and ethical impact through land stewardship and regenerative practices.</p> <p>The property currently runs a diverse mix of animals, including approximately 95 sheep (predominantly purebred Swiss Valais Blacknose, with a small number of crossbred and other breeds), 6 goats, 14 alpacas, 2 emus, 10 guinea fowl, and 5 peacocks. The flock represents both breeding and conservation interest, particularly within the Valais Blacknose genetics.</p> <p>Looking ahead, the operation is planning to expand into small-scale commercial livestock enterprises, including beef cattle and free-range chicken production, alongside its ongoing sanctuary and regenerative farming focus. The owners have both the financial capacity and supporting infrastructure to enable this growth, along with a strong passion and commitment to seeing these plans succeed.</p>
Position Overview:	<p>Four Legs Good are seeking a highly capable and motivated Property & Operations Manager (or couple) to take full responsibility for the day-to-day running of a unique rural property. This is a hands-on leadership role with genuine accountability, suited to someone confident taking ownership and driving performance across both sanctuary and developing commercial farming operations.</p> <p>The property is a growing animal sanctuary focused on lifelong care for rescued farm animals, alongside regenerative farming practices and the development of a small-scale commercial enterprise. The role also includes oversight of bespoke private property assets.</p> <p>This position sits at the centre of the operation, covering animal welfare and husbandry, property and infrastructure management, regenerative farming implementation, and coordination of</p>



contractors and projects. The successful applicant will ensure work is delivered efficiently, safely, and to a high standard.

Our client is looking for someone who can bring structure, leadership, and initiative to the role. You will lead a small team, work closely with the directors and family, determine resourcing needs, and implement systems that improve productivity, animal welfare, and overall property performance. This is not a caretaker role, it requires someone comfortable making decisions, solving problems, and being accountable for outcomes.

Skills, Experience, and Attributes Required:

- Proven experience managing and developing a rural property or farming operation.
- Genuine commitment to regenerative agriculture, land stewardship, compliance and Health, Safety and Wellbeing in Employment.
- Strong leadership skills, with the ability to lead a small team and manage contractors.
- Strong understanding of infrastructure development, hands on capability across property maintenance and general operations.
- High standards of animal welfare and attention to detail.
- Ability to take ownership, make decisions, and be accountable for results.
- Sound organisational and time management skills, with the ability to prioritise and deliver outcomes.
- Strong problem-solving skills and a proactive, self-driven approach.
- Clear communication skills and the ability to build effective working relationships.

Staff Structure:

Owners, Emma and Richard
Directors
Property & Operations Manager - TBC
3 Staff (1 full time and 2 part time)
Contractors

Career Opportunities & Benefits:

- Opportunity to be part of the planning and development of this new venture.
- Ability to take ownership for the daily operation and planning of this farming operation.
- Be involved in the regenerative management of the pasture and land as a whole, using regen cropping.
- Join a business with exciting growth and expansion plans.
- A unique opportunity to make your mark and play a key role in shaping the future direction of the business.



- Work alongside a team passionate about regenerative farming practices and the welfare of animals.
- Diverse farming operation with a wide variety of animals.
- Have real influence from day one - your ideas, input, and voice will genuinely matter.
- Be part of the journey early and play a key role in the business's development.

Partner Work Opportunities:

There is an opportunity for a capable couple with complementary skills to work together in this role, sharing responsibilities across the property's operations, livestock management, and day-to-day coordination.

Alternatively, there will be work opportunities in nearby townships.

Lifestyle Information**Accommodation:**

Please note there is no accommodation provided with this position. Applicants will need to secure their own accommodation within the nearby townships.

Farm Location & Community Information:

Based in the winterless north, not far from the Kaipara Harbour, Makarau, based 14km north of Kaukapakapa and 20 minutes from Helensville, 30 minutes from Warkworth, Wellsford and Silverdale.

Farm Information**Farm Area (total/effective):**

74 ha

Contour:

Steeper hill country – 80% tractor accessible and cultivatable.

Soil Type:

Clay

Rainfall:

1200ml/annum

Subdivision/Fences:

Fences in place but there needs to be a lot more sub-development to enable this plan to be implemented.

Woolshed & Other Buildings:

There are sheds. No woolshed. Sheep and cattle yards will need to be built.

Water:

The water system has recently been updated to add in troughs. There is still room for more development in this area, depending on new fencing.

Machinery:

125 hp Mulching Tractor, Can Ams, tow-fertiliser trailer.



Farm Policy & Systems

Production System	Semi Intensive
Stock Policy - Breeds/Number:	100 Swiss Valais Black Nose sheep (wool based) Cattle –to be confirmed 14 Alpacas 6 Goats 2 Emus 10 Guinea Fowl & 5 Peacocks (mainly by the owners house) 100 chickens (to be brought, will look at selling the eggs) Rescue animals as they arrive.
Sheep Policy:	The goal is to keep all the sheep, as they are a special breed, they may look to sell the wool.
Cattle Policy:	To be confirmed.
Animal Health Practices:	Best practice policies at all times as an animal rescue farm, animal health is the main priority.
Cropping Policy:	Regenerative cropping, using herbage crops.

Photos





Map



