

JOB INFORMATION

Position Overview

Position:	Livestock Business Manager
Company:	Brownrigg Agriculture
Region:	Hawke's Bay
Reports To:	General Manager

About Brownrigg Agriculture

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.



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.

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.

The business finishes 110-130,000 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 3-3,500 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.

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 6,000ha (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.

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 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 mouthing. 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/>

Organisational Structure

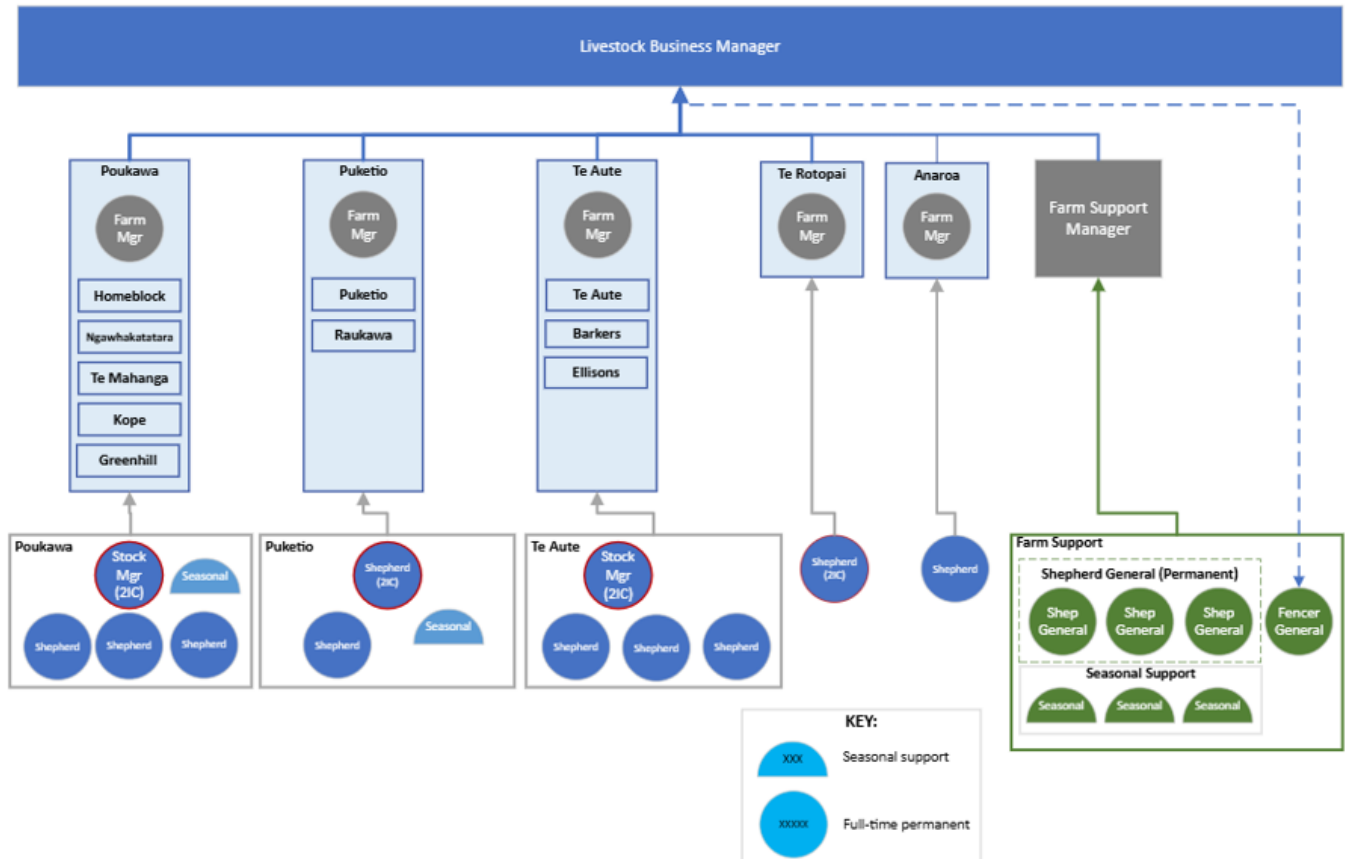
The Brownrigg Agriculture business is governed by a Board comprising of David Brownrigg (Chairman), Jonathan Brownrigg (Managing Director) and two independent Directors.

The management team is led by Jonathan as Managing Director and Brent Oliver as General Manager. The operational and service functions are led by senior managers, include Cropping, Post-harvest, Livestock, Agronomy, Finance, Commercial & People.

The Livestock Business Manager is a key enterprise lead for the livestock business, reporting to and supported by the General Manager. Additional support, mentoring and sounding comes from the Business’s long standing Farm Consultant and also David Brownrigg who built and led the livestock business prior to stepping back from the day-to-day management of the business and assuming the Chair role for the group.

The structure of the Livestock Operations Team is as shown in the diagram below and is designed to allow clear leadership and reporting lines, career pathway and progression opportunities, lifestyle balance and good cross team cover.





Primary Position Function

The Livestock Business Manager role is a significant opportunity to lead and manage the livestock business across multiple farms, ensuring strategic alignment, operational excellence, safe and sustainable production.

Providing a good balance of 'boots on the ground' and 'feet under the desk', the Livestock Business Manager is responsible for driving livestock business unit profitability, physical performance, innovation, and compliance while fostering a high-performing team culture.

Direct reports include the five Farm Managers, Farm Support Manager and a Livestock Business Coordinator who supports with systems upkeep, assurance programmes, analysis, coordination and logistics. It is envisaged that additional resource will be required for Livestock Procurement so it is intended that this is addressed once the successful candidate is identified allowing for an optimisation of complementary skillsets across the team.

Internal Relationships: Farm and Farm Support Teams / Finance and Business Systems team / People team / Agronomy team / Senior Management Team.

External Relationships:

Farm Consultant / Livestock Agents / Meat Processing Company representatives / Product suppliers / Veterinary staff / Livestock freight providers.



Key Result Areas And Responsibilities

Leadership – *Providing senior level leadership to the livestock operations team*

- Lead implementation of Brownrigg Agriculture's people strategy across the Livestock Team.
- Communicate clear expectations to direct reports.
- Provide regular field presence, feedback, and encouragement.
- Conduct annual performance reviews of direct reports and ensure team-wide completion.
- Address performance or behavior issues promptly.
- Support development of direct reports and wider livestock team.
- Oversee recruitment, assisting Managers with role definition and selection.
- Ensure effective, consistent onboarding and training across teams.

Operational Oversight – *Oversees all aspects of livestock farming across Brownrigg Agriculture's farms*

- Ensure farm teams understand and follow pasture, grazing, and animal welfare standards.
- Regular mentoring, critique and sounding for Farm Managers.
- Maintain and communicate overall production calendar for timely farm activities.
- Centralised planning and coordination of livestock movements (sales, purchases, inter-farm transfers).
- Oversee accurate record-keeping and administration processes.
- Ensure compliance with regulations and assurance programs (traceability, environment, resources).

Business Planning and Performance – *Responsible for the annual planning and monitoring cycle of the Livestock operations*

- Develop annual farm production plans and optimise livestock policies.
- Prepare and manage budgets, monitor performance, and drive profitability.
- Provide Farm Managers with key physical and financial metrics.
- Use data and market trends to guide decisions.
- Manage procurement and supply agreements with external providers that are aligned with group procurement.
- Identify opportunities for efficiency, innovation, and growth.
- Leverage external Farm Consultant for analysis and advice.

Seasonal Planning – *Leads the regular planning activities responding to seasonal and market variation and optimising plans*

- Manage group-level feed supply and demand using Farmax.
- Adapt plans in response to climate and market conditions.
- Utilise external Farm Consultant for analysis and advice.



Store Stock Procurement and Sales – Oversees the store livestock procurement to ensure plans are met and value and quality are optimised

- Maintain strong market knowledge.
- Oversee Livestock Procurement Coordinator to ensure:
 - Strong relationships with agents and networks.
 - Timely, value and quality focused procurement.
 - Timely, return optimised livestock sales.
 - Timely issue resolution with vendors/purchasers.
 - Accurate, timely administration, reporting, and account processing.

Prime Stock Marketing – Ensure Brownrigg Agriculture is well positioned as a ‘service partner’ and returns are maximised

- Manage relationships with Meat Processing Companies (MPCs).
- Lead pricing analysis and support contract negotiations.
- Oversee the Livestock Business Coordinator in delivering logistics and coordination of prime livestock flow to MPCs.
- Ensure strong connectivity between farm teams, transport, and plants.
- Oversee related administration and reporting.

Resources – Proactive planning and careful allocation of resources for the Livestock business unit

- Manage resource allocation across livestock operations (people, equipment, infrastructure).
- Proactively oversee Livestock team leave balances.
- Promote farm pride by enforcing standards and encouraging tidiness across farms.

Health and Safety – Leads and champions the ‘Home Safe, Every Day’ strategy for the Livestock team

- Ensure Livestock Team prioritises safety in all tasks.
- Maintain, communicate, and enforce current safety policies and competency assessments.
- Provide health and safety inductions and training for new staff.
- Ensure availability and use of proper safety equipment.
- Minimise accidents through hazard identification and management.
- Oversee timely reporting and investigation of accidents, incidents, and near misses.
- Ensure contractors comply with Health and Safety policies.
- Keep Health and Safety Management Plan up to date and compliant.



Qualifications, Skills & Experience Required

- Hands on pastoral farming experience involving scale, finishing and multi-farm exposure.
- People leadership, management and mentoring experience.
- Experience in leading a large team in an agricultural or agribusiness setting.
- Technical capability with farm information systems, particularly Farmax for feed budgeting / pasture management decision support.
- Strong farm management planning, scenario and analysis capability.
- Sound understanding of livestock markets.
- Commercial and financial acumen.
- Proven ability to drive livestock business unit profitability, physical performance, innovation, and compliance.
- Experience leading and influencing health, safety and wellbeing outcomes for teams.
- Understanding of industry policies, standards and regulations.
- Strong livestock husbandry and animal health knowledge.
- A suitable tertiary level qualification is desirable.
- Full New Zealand Driver's License.

Personal Attributes Required

- A strong team player who can operate positively within a wider business environment.
- Personable and an excellent communicator with a senior leadership presence.
- Integrity, trustworthiness, and high standards.
- Driven, enthusiastic, yet grounded and measured.
- Calm under pressure.
- Networking and relationship building skills.
- Passionate about agriculture with experience at scale and ideally within a multi enterprise environment.
- Strategic and astute.
- Objective, analytical, and improvement minded.
- Role model expected safety behaviours.
- Pursues areas of personal skills growth and development.
- Operate with a 'One Business' mentality and contribute as a senior manager across the wider business.
- Contribute positively to Brownrigg Agriculture's culture and brand.

Lifestyle Information

The Agribase offices and the housing option for this role are 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.

Accommodation is a four-bedroom home with two living areas, warmed by a heat pump and wood burner. It is a sound house in a stunning location. There is the option to live off farm in a drive-in position if desired.



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 Valley. It is a diverse, dynamic and at times high-paced environment and 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.

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

Career Opportunities/Benefits

- Ability to operate at scale on the doorstep of town without the need to travel out of Hawke's Bay.
- Real connection with Farm Managers and the wider operational teams.
- Chance to grow your career and professionally develop in a leadership role that plays an important part of the senior leadership team.
- Exposure to large scale horticulture, arable and export/supply chain business through Brownrigg Agriculture's diverse operations.
- Chance to work within a high-performing senior team environment with access to specialist support functions from across the business.
- Opportunity to grow within the role and the wider business.
- The timing of this opportunity can align with the start of the new school year.
- Live in the stunning Poukawa Valley with accommodation available just 20 minutes from Hastings and Havelock North.
- Modern technologies and systems deployed within the business.
- Significant remuneration package (including a ute) to recognise the importance of this role to the business.



