

POSITION OVERVIEW:

POSITION TITLE:	Operations Manager
EMPLOYER/COMPANY	Rangitikei Limited Partnership
LOCATION:	Rangitikei District
START DATE:	1 st June 2022 or earlier to suit the preferred applicant
JOB TYPE:	Full time – Permanent
REPORTS TO:	Senior Management Team – Primary Partners

ABOUT RANGITIKEI LIMITED PARTNERSHIP:

Rangitikei Limited Partnership (Rangitikei LP) is a large scale, 1625ha multiple dairy and beef farming operation based on the fertile Rangitikei River terraces. The partnership is managed by Primary Partners, a specialist sheep, beef, dairy and forestry asset management company known for robust investment strategies and their analytical approach to managing and extracting value from farm assets.

The Rangitikei LP properties are all located within a 5 kilometre radius of each other and have had extensive expenditure on capital development projects, with a focus on optimising productivity and profitability. Production across the three dairy farms is in excess of 700,000kgMS, with a target approaching 500kgMS per cow.

For more information on Primary Partners please follow this link <https://www.primarypartners.co.nz/>

ORGANISATIONAL STRUCTURE:

INTERNAL RELATIONSHIPS: Primary Partners Management Team, Drystock Manager, Dairy Farm Managers, Employees.

EXTERNAL RELATIONSHIPS: Contractors, Suppliers and professional networks.

PRIMARY POSITION FUNCTION:

Primary Partners are seeking a progressive and motivated Dairy Farm Manager, who is wishing to take the next step into an Operations Manager's role or an existing Operations Manager who can help this business to achieve its goals. They will manage and oversee multiple dairy farms in the Rangitikei Region, with a combined area of 690 hectares and milking 1700 cows.

The Operations Manager role will report through to the Primary Partners management team who provide support around farm assets, financials (both quarterly reporting and end of year) and farm policies and procedures. The Operations Manager will be responsible for the implementation and supervision of the agreed operational plans for the dairy farms and will have a cooperative relationship with the Drystock Manager who they will work alongside.

The appointee will buy into the farms KPI's and on-farm targets and implement the activities which allow the



business to achieve its goals. They will have a strong understanding of the dairy industry and have the ability to work to scale and be an organised operator. They will set structured KPI's within the team and support them when required. Rangitikei LP are looking for a person that is happy to develop their team and also have good vision for further growth opportunities.

KEY RESPONSIBILITIES:

Staff Management

- Management of staff and contractors, ensuring and encouraging staff to meet daily work plans. This would involve holding staff meetings and adjusting rosters, as required.
- Assisting with the orientation requirements of new staff and following the HR guidelines, including Employment Agreements, providing position descriptions and inductions. Provide training, support and supervision to team as required.
- Minimise the impact of staff issues and conflict, with the issues being dealt with by the Farm Manager, supported by the Operations Manager.

Milk Production – Feeding & Milking

- Working with the Manager to plan pasture allocation within the bounds of the feed budget.
- Supervising milking from paddock to the dairy farm as required, with an understanding of the withholding periods and the impact of miss management of these to the business.
- Meeting milk supply and milk quality requirements and understanding grading, troubleshooting as required.
- Understand how the plant works and identify faults, fixing as appropriate to ensure only milk of the finest quality is presented for collection.
- Contribute to and maintain the dairy hygiene and cleanliness standards, to meet the dairy company requirements and achievement of milk quality.

Stock Management – Animal Health & Welfare, and Recording

- Identify and treat or report illness or injury in animals.
- Working with the Drystock Manager to understand and manage the calving and wintering requirements.
- Understanding and coordinating mating requirements.
- Responsible for maintaining accurate information, and keeping records of all animal health treatments given and ensuring animals are marked according to the farm policy.
- Observing and recording cows in season and calved.

Pasture/Feed Management

- Work with the agronomist/cropping team to plan re-grassing programs and manage fodder crops.
- Complete feed budgets with the Dairy Managers.
- Carry out farm walks to collect pasture growth and keep stock take of supplements on hand, recognising feed surplus and contribute to decision making regarding conservation of feed.
- Introducing supplements into the system as agreed and implementing an effective weed control programme.

Environmental Management



- Knowing the effluent and nutrient management systems for the farm and ensuring effluent is managed as per the instructions, including all recording requirements.
- Knowing the Regional Council compliance requirements and ensuring all environmental restrictions are adhered to.

Health & Safety

- Complying with both the requirements of the H&S in Employment legislation, and the farm H&S policies and procedures, including the wearing of all personal protective equipment.
- Notifying Primary Partners of new hazards as identified, and of any accidents or near miss accidents and complete the accident reports.

Maintaining a tidy workplace

- Putting tools, equipment and machinery away and disposing of rubbish appropriately.
- Complete general grounds and farm maintenance and farm development work as directed.
- Maintaining quad bike/ farm bike and/or any other vehicles or tools provided, notify owner of breakages or breakdowns.

QUALIFICATIONS, SKILLS & EXPERIENCE REQUIRED:

To grow and be successful in this role, you will ideally bring the following:

- Dairy knowledge and experience is essential.
- Excellent proven pasture management skills.
- Minimum of 2-3 years management experience, with the ability to manage staff and have clear communication skills.
- Experience using Farmax and Hawkeye – fertiliser and pasture.
- Pasture and feed budgeting.
- The ability to handle the day to day running of the farms.
- Animal husbandry skills, with a genuine care towards animals.
- Full, clean, Drivers' Licence.

PERSONAL ATTRIBUTES REQUIRED:

- Self-motivated, with a passion for succeeding and a high work ethic.
- Dependable and dedicated.
- Someone who is honest, responsible, reliable and respectful.
- Willing to work in a team environment and be able to follow the businesses farm policies and procedures.



FARM INFORMATION:

Mellington Dairy: A 280ha dairy platform, milking 650 cows in a 60-bale rotary shed with in-shed feeding and ACR's. The herd is spring calving only.

Putorino Dairy: A 160 ha dairy platform partially irrigated, milking 350 cows in an autumn only herd. The shed is a 32 aside herringbone, with in-shed feeding.

Rata Dairy: A 250ha dairy platform, milking 650 cows in a 60-bale rotary shed, with in-shed feed and ACR's. This herd is spring calving only.

GENERAL INFORMATION:

- **Accommodation** – The on-farm accommodation is the Mellington Homestead. This is a recently refurbished, villa style home, with 4 bedrooms. The home is kept warm with a new heat pump, new fire and ducting system.
- **Farm Location and Community Information** – There are various, excellent primary schools in Marton (25km) and Hunterville (12km) and secondary schooling in Marton and Feilding as well as several boarding schools in the wider area.

The Rangitikei River location offers great opportunities for fishing and swimming.

CAREER OPPORTUNITIES/BENEFITS:

- Competitive remuneration package.
- Exposure to Primary Partners management team and mature commercial business systems.
- Fantastic opportunity to join a large scale 1625ha dairy and beef farming operation.
- Develop operational management skills within a multi farm environment.
- Gain professional development on pathway to larger corporate farm if desired.
- Primary Partners will encourage the appointee to learn business management, financial and consolidated reporting skills.
- There will be positions available for dairy staff that the applicant may wish to bring forward with them from their existing role.



Photos:



Operation Manager's Home



Calves



Herd Homes



Rangitikei River



Makaraka View River Flats



Putorino View





Centralised Calf Rearing



Mellington Cropping

