

Job Information

Job Opportunity:

Unit Manager - Dairy

Business Name:

Te Hou Farms Limited

Region:

Rangitikei District

Reports to:

Operations Manager

Property Summary:

Te Hou Farms Limited is a large-scale dairy farming operation located 15km west of Bulls, in the Rangitikei District. The farm ownership is two thirds Ngā Wairiki Ngāti Apa Developments and one third Ātihaū Whanganui Incorporation.



The business is made up of two contiguous properties totalling 1324ha which includes a 530ha irrigated dairy unit and the balance is utilised for cropping and drystock. Run as a closed farming operation, the business is milking 1650 cows at peak with split calving. The cows calve on the 900ha drystock unit and then are moved back onto the dairy unit.

Te Hou Farms Limited are constantly making business improvements, including a fully automated 80 bale Waikato Rotary Shed and the implementation of Halter for ease of stock movement. The owners take great pride in their farming asset and recognise the importance of having the right people working in their business.

Position Overview:

Te Hou Farms Limited is a progressive dairy farming operation, seeking a motivated individual to step into the Unit Manager role.

Te Hou is a high performing dairy unit, and the successful candidate must have 7 years in the dairy industry with 2 of them in a previous large scale 2IC or management role/s. Working closely with the Operations Manager, you will support the daily operations of the large-scale, high-performing dairy unit, while building the knowledge and experience required to fulfil this position. This is a hands-on role where you will gain exposure to all aspects of dairy management, including stock performance, animal health, pasture and feed systems, and irrigation.

With 75% of the farm under irrigation, you must have previous experience with pivot irrigation and a strong focus on cow intake,



working alongside a nutritionist and the Operations Manager to ensure consistent production outcomes.

From time to time, your responsibilities will extend to the drystock block, including staff supervision when directed by the Operations Manager. Staff management is a key focus, and you'll be encouraged to develop supportive leadership and mentoring skills to get the best from your team.

This is an excellent opportunity for someone seeking personal and professional growth, while contributing to the ongoing success of a progressive farming business. During the Operations Manager's absence the role will include full management and oversight of the dairy unit.

Skills, Experience, and Attributes Required:

- Must have proven largescale dairy farming experience with a high degree of responsibility.
- Good understanding of shed management and hygiene standards.
- A minimum of five years' experience on NZ dairy farms is required with two of them in a management position.
- A high level of stockmanship and animal health identification and management.
- Strong level of pasture/feed management as the farm is performing at a high level of production and there is a focus on cow/feed intake.
- Must have irrigation experience and an understanding of pivots.
- Must have staff management experience and good leadership and mentoring skills.

Staff Structure:

Jarred – Operations Manager

Unit Manager - TBC

Senior Herd Manager

3-4 Farm Assistants

The dairy team do assist on the drystock side on a rotation as they are needed.

Career Opportunities & Benefits:

- To work on a well-developed farming operation with very good infrastructure, where the owners have taken a lot of pride in the development of this business - aesthetically it is a pleasing place to work.
- A well-resourced and high-tech farming operation.
- To work alongside the Operations Manager who is keen to help you progress within the dairy industry.
- The farming business is in the Rangitikei area, close to Whanganui and Palmerston North.



Lifestyle Information

Accommodation:	Accommodation is a 4-bedroom home that was newly renovated 4 years ago. It has a new kitchen, heat pump and free-standing fire. It is a good family home that is fully fenced, with a double garage.
Farm Location & Community Information:	Great rural community. The farm backs onto the Rangitikei River and there are some lovely beaches nearby. The farming operation is an easy commute to Fielding and Palmerston North which have plenty of leisure/sporting activities available.
Schooling:	School buses from the farm gate to both local primary schools. Secondary schooling is available in Marton and Feilding both 25-minutes away and Whanganui and Palmerston North, 45-minutes away. There are also highly resourced daycares in Bulls.

Farm Information

Farm Area (total/effective):	1324ha self-contained dairy unit. <ul style="list-style-type: none"> • 530ha dairy unit • 900ha Drystock unit These two blocks are contiguous with an underpass that joins them together.
Contour:	Flat to slightly rolling.
Soil Type:	Both properties are silty/stoney to a mix of heavy sand.
Annual Growth:	Under the pivot irrigation they grow up to 1400-1500T per ha.
Rainfall:	Between 600-900 ml per annum.
Subdivision/Fences:	All the boundary fences are 7 wire conventional fences. All internal fences are 2 wire electrics with paddocks sizes between 6-9ha. The farm is also using Halter now with ease of stock movement.
Shed Size & Type:	80 bale rotary shed – built 2022/2023
Plant & Brand: (Cup removers, bails, in-shed feeding)	It is a Waikato plant with ACR's and auto teak spray, using Protrack with in-shed feeding using PK and DDG.



Shed Wash:	Auto shed plant wash and auto back wash. Must be monitored.
Machinery:	Modern equipment including 3 JD Tractors, there feed out wagons, and this will include a new 17T silage wagon before the start of this next dairy season. 10 bale silage wagon, JCB, Class mower.
Calf Rearing Facilities:	<p>All calving and calf rearing is done on the Drystock unit, they have converted the woolshed which proves very good calf rearing facilities and can house up to 350 calves.</p> <p>The cows are calved on the drystock unit at the end closest to the dairy unit; once they calve the cows are walked through the underpass back onto the Dairy unit.</p>
Feed pad/in-shed feeding/trailer:	There is a feed pad, this is used when it is wet and in the shoulders of the spring and autumn where they feed silage.
Other Buildings on Farm:	There is a workshop and implement shed on farm.
Water:	<p>The farm is fully reticulated with a ground bore pump.</p> <p>Most of the paddocks have between 2-4 water troughs in them.</p>
Races:	Well tracked with excellent laneways. These are 7 metres wide.

Farm Policy & Systems

Production System	<p>System 4 – The farm is part of the DSM Baker Ag systems monitoring and is within the top 5% of comparable farms, for the Y24, Y25 season. Production is 580ms/cow.</p> <p>The farm provides 13-14kg of pasture in the diet for most of the season.</p>
Cows – Breeds/Number:	<p>90% Friesian herd, 10% Kiwi Cross.</p> <p>Split calving, 1200 spring and 450 autumn calvers.</p> <ul style="list-style-type: none"> • The autumn cows only produce beef calves. <p>Peak herd number 1650</p> <p>Spring – 9-week calving</p> <p>Autumn - 4.5-week calving</p>
Young Stock Policy:	<p>Bull calves, rear all the beef calves for our beef system, keep 500 animals and they get sold off at various stages, either as steers, bulls and heifers – 150 beef calves get taken through to finishing.</p> <p>There is a beef rearing policy on the drystock farm.</p>
Winter Policy:	<p>All cows winter on drystock on annual grass.</p> <p>Winter milking, 500 cows through rotary is 45 minutes, staff are rostered on and then have time off – will be discussed further.</p>



Mating Policy:	Don't use bulls, all AI. The farm uses 'set semen', to get the early heifers' calves. 250 replacements heifers are kept from spring calving. Within the next two years the farm is looking to migrate to better technology with the use of collars. This technology will help with heat identification for mating.
Calving Dates:	Autumn - 4.5-week calving period <ul style="list-style-type: none">• 10th March Spring is a 9-week calving period. <ul style="list-style-type: none">• Heifers 18th July• Cows 24th July
Feeding Systems:	Grass based with some maize silage. PK and DDG in the shed.
Animal Health Practices:	The farm works closely with the vets and has strong animal health policy in place.
Cropping Policy:	120ha maize silage grown and that feeds the dairy unit.
Effluent Systems:	Automated, separation, solid, grey irrigation via the pivot. The cowshed has a green flood wash and auto gate washing.
Irrigation Systems:	Dairy Unit - 5 valley pivots. Drystock unit - 7 valley pivots.
Roster Systems:	General roster for staff 6 and 2 over calving Seasonal roster is 4 days off per fortnight. Every second weekend off and then 2 days during the week. This position is 3 days off per fortnight. Will be discussed further how these days fall.
Production – kgMS per ha:	1700kgMS/ha
Production – kgMS per cow:	580kgMS/cow
PW/BW:	Over 200 is the average
SCC Average:	Average is 150







