

# DESERET RANCHES

## Job Posting

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**Position Title:** Cattle Foreman

**Location:** Sooner Cattle Company – Mashed-O Unit, Council Grove, Kansas

The Cattle Foreman will manage a 1800 head cattle unit and supervise 1 additional employee. The Foreman is responsible for setting and accomplishing Unit goals by caring for cattle, horses, pastures, equipment, fencing, and directing the work of his crew. The Foreman works closely with the Ranch Manager to evaluate and develop ranch infrastructure and adopt company operating procedures to the operation. The foreman will be a hands-on-cowboy and an effective leader. This foreman will supervise the “Mashed-O” unit located in the Kansas Flint Hills. This newly acquired property will be managed as part of the Sooner Cattle Company, headquartered in Pawhuska, OK. Deseret Ranches is the Cattle Segment of AgReserves, a multi-national company that operates investment farms and ranches throughout the world.

### Duties and Responsibilities

1. **Vision:** Ensure ranch objectives and company strategic vision are understood and employees understand their role.
2. **Key Initiatives:** participate in ranch strategic planning process and facilitate the accomplishment of key initiatives.
3. **Cow Condition:** Maintain a BCS of 5 or better on 75% of unit cows with minimal BCS 3 cows.
4. **Stocker and Replacement Gains:** Where applicable meet targeted gains on stockers and replacement heifers during all development phases.
5. **Cattle Calendar of Events:** Accomplish the activities listed on the Cattle Calendar of Events within the specified times.
6. **Financial – Cost Control:** Operate at or below annual cow, stocker, or replacement heifer cost goals. Make recommendations for annual capital and operating budgets.
7. **Pasture and Range Management:** Complete annual 3-year resource plan for the unit. Develop and follow an annual grazing plan.
8. **Employee Development and Supervision:** Effectively utilize unit labor, Train employees on ranch procedures and policy - Be an example
9. **Safety:** Be responsible for safety on the unit.
10. **Report:** Ensure required reports are accurate and timely and maintain accurate running cattle inventory
11. **Infrastructure:** Maintain and continuously improve unit infrastructure: Keep all unit fences, cow pens, facilities, and equipment neat, clean, and in good repair.
12. **Ranch Security:** Be responsible for security on the unit.
13. **Coordination, Communication and Representation**
  - Represent ranch professionally at all times.
  - Communicate and coordinate with ranch manager and ranch foreman and other Cattle Division personnel
  - Build relationships and communicate effectively with lease holders and other ranch customers.
  - Build and maintain a positive working relationship with the local community, cattle industry and governmental agencies.

### Skills/Education Required

- 5 years' experience in the cattle industry, 1-2 years' experience in a leadership or leadership development role
- High School diploma or GED required, Bachelor's degree in Animal Science, or related field, preferred
- Proficient at safely handling cattle (BQA Certified), must be proficient in saddling and riding a horse
- Must be proficient in driving a tractor with implements and hooking up and detaching the implements
- Must have a valid Kansas Driver's License

**Benefits:** Full-time employees receive excellent benefits including: Medical, Dental, Group Term Life, Disability, Retirement Plus Plan, 401k, FlexSpending, and other miscellaneous value-added benefits.

**To Apply:** Send resume to [careers.east@deseretranches.com](mailto:careers.east@deseretranches.com) with “SCC – Mashed-O Foreman” in the subject line.