



Position:	Foreman – Eldred Unit	Position Status:	Full-Time, Exempt
Location:	Rex Ranch – Ashby, Nebraska	Posting Date:	January 9, 2018

Company Profile:

AgReserves, Inc. is a multi-national, multi-corporate company that operates investment farms and ranches throughout the world. This position is located at our Rex Ranch operation, a large ranch located in northwestern Nebraska whose primary businesses are cattle and natural resources.

Purpose of Position:

The Foreman is responsible for accomplishing unit goals by caring for cattle, horses, pastures, equipment, fencing, and directing work for all employee under stewardship. This position will have supervisory responsibilities for one to three individual unit Herdsmen.

Essential Functions:

- ✓ Maintain a Body Condition Score (BCS) of 5 or better on 75% of unit cows with minimal BCS 3 cows
- ✓ Meet targeted gains on stockers and replacement heifers during all development phases
- ✓ Accomplish activities listed on the Cattle Calendar of Events within the specified times
- ✓ Operate at or below annual cow, stocker, or replacement heifer cost goals
- ✓ Make recommendations for annual capital and operating budgets
- ✓ Train herdsman on your unit to create meaningful budgets and to use the monthly financial reports to monitor progress
- ✓ Develop and adhere to annual grazing plans for your unit
- ✓ Coordinate, assist, and monitor the herdsman on your unit in developing and implementing grazing plans
- ✓ Achieve efficient utilization of unit labor through effective training and support
- ✓ Assure unit employees participate in continuous development activities
- ✓ Train employees on and enforce corporate and ranch policies
- ✓ Ensure all safety practices and policies are understood and enforced
- ✓ Ensure all required reports are accurate and timely; including maintaining accurate inventory of unit cattle
- ✓ Keep all unit fences, water sites, cow pens, facilities, and equipment neat, clean, and in good repair
- ✓ Be responsible for security on the unit
- ✓ Build relationships and communicate effectively with your herdsman and other ranch units
- ✓ Build relationships and communicate effectively with lease holders and other ranch customers
- ✓ Represent ranch professionally at all times

Skills & Education Requirements:

- ✓ Must have a valid Nebraska Driver's License
- ✓ Must have High School diploma or GED
- ✓ Bachelor's degree in Animal Science, or related field, preferred
- ✓ Must have 1-to-3 years' experience in the cattle industry
- ✓ Must be proficient in saddling and riding a horse
- ✓ Must be proficient in effectively handling cattle
- ✓ Must be proficient in driving a tractor with implements and be hooking up and detaching the implements
- ✓ Must be proficient performing minimal equipment repair and maintenance

Physical Demands & Work Environment:

- ✓ Must be able to continually lift up to 75 lbs.
- ✓ Must be able to push, pull, and drag up to 200 lbs. and work in situations involving a leaned over or squatted position
- ✓ Must be able to walk and stand for 9-to-12 hours per day
- ✓ Must be able to ride a horse for 6-to-8 hours per day
- ✓ Must be able to work outside in year-round weather conditions including heat, cold, snow and rain
- ✓ Must be able to work an average 50-hour week with an average 10-hour workday, which can vary frequently
- ✓ Must be able to tolerate, be willing to learn, and to perform castration, euthanasia, vaccinations, dehorning, ear tagging, ear notching, branding, taking blood samples, and other procedures normal to animal husbandry
- ✓ Must be willing to work weekends and holidays when required

Pay & Benefits:

Salary is commensurate with experience. Full-time employees receive excellent benefits including: Medical, Dental, Group Term Life, Disability, Pension Plan Plus (401k and Pension Benefits), Flex-Spending, and other miscellaneous value-added benefits.

To Apply:

Please send your cover letter and resume via email to careers.west@deserettranches.com with the job title **Foreman – Rex Ranch** in the subject line.

NOTE: The specific statements shown in each section of this job description are not intended to be all-inclusive, but represent typical elements and criteria considered necessary to successfully perform the job. Last updated: 8/29/2017.