

<b>Position Title:</b>	General Farm Worker
<b>Reports To:</b>	Research Farm Manager - Woodlands
<b>Direct Reports:</b>	Nil
<b>Group:</b>	Infrastructure, Farms
<b>Key Relationships:</b>	Research Farm Manager, Farm Employees, Science Employees, Technicians, External Stakeholders
<b>Location:</b>	Woodlands Campus, Invercargill

## WHO WE ARE

We are passionate innovators, dedicated to making a difference in the future of New Zealand by delivering world-leading research through complex problem solving across diverse agricultural areas. We are respected by the scientific community for thought leadership, trusted by industry partners for the value we add to the sector, and highly regarded by farmers and governmental stakeholders for all we do to keep New Zealand at the forefront of global agricultural excellence.

We go beyond innovation to maintain AgResearch's role as a leading collaborator and contributor to New Zealand's worldwide agricultural reputation.

Our Vision is to drive economic prosperity by transforming agriculture while incorporating the fundamental concepts of sustainability, environmental responsibility and Mātauranga Māori.

## POSITION SCOPE & PURPOSE

Woodlands Farm is a busy research farm conducting many trials involving sheep and cattle. The farm team of 4 work closely with science teams, supporting each other to provide services to science in the management and implementation of research trials.

This position is to assist with operations dedicated to general sheep and cattle activities on the farm and will involve all farm activities where required.

The General Farm Worker will complete general farm duties including assistance with livestock management, lambing, sheep and cattle trial work. They will assist with field servicing of experiments to ensure trials are implemented according to design protocol and that field resources are maintained to a functional standard, supporting the effective delivery of operational farm activities in line with trial plans and good farming practice.



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## KEY ACCOUNTABILITY AREAS

### SERVICE DELIVERY TO SCIENCE

- Works collaboratively with science employees to support research goals.
- Maintains detailed records for all farm trials (discussed and planned).
- Carries out trials in accordance with agreed trial plans.
- Maintains and sets up facilities as required. This may include stock movements, assisting with stock weighing, lambing, health testing, sample collection; blood, tissue, water, soil, pasture (training will be given in these areas).
- Advises the Research Farm Manager of any issues or opportunities to improve trials.
- Assists on other farms in the region with field and technical support for trial work and farm operations.

### STOCK MANAGEMENT

- Carries out day to day management of livestock.
- Maintains an animal welfare programme (disease and control).
- Maintains accurate records of livestock numbers and deaths for monthly stock returns and the livestock database.
- Maintains 1 or 2 trained worked dogs (if required).
- Moves animals in accordance with the general grazing plans.

### MAINTENANCE AND REPAIRS

- Basic on farm repairs to maintain water supply, fencing and yards.

### FIELD SUPPORT

- Assists with general maintenance on the farm including, installing, maintaining, and repairing fencing and water reticulation.
- Assists with weed spraying, pasture topping, and cultivation as required.
- Maintains cattle and sheep yards.
- Collect pasture data, e.g. C-Dax, Plate meter or visual assessment.
- New ideas to improve farm performance are evaluated and discussed with the Research Farm Manager.



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## ANIMAL HUSBANDRY

- Feeding out of supplements as directed by the Research Farm Manager or Farm Senior.
- Accurate measurement of all supplements or minerals as stipulated by the Research Farm Manager or Farm Senior.
- Moving stock, setting up grazing paddocks, general stock observation.
- Monitor Animal health and welfare, report any problems and undertake remedies and/or intervention as directed.
- Work with stock in a calm, quiet manner.
- To move animals in accordance with the general grazing plans devised by the Research Farm Manager or Farm Senior.

## LAMBING

- Assist with lambing to ensure highest lamb survival.
- Monitor sheep over lambing, checking regularly.
- All lamb rearing facilities are kept clean and maintained to ensure lambs remain healthy.


## MATING MANAGEMENT

- Assist with monitoring and recording of mating management including stock handling for sheep AI and natural mating.

## SPECIAL PROJECTS

- Assist with promotional aspects of agricultural research e.g. field days, visitors etc.
- Develop new personal and technical skills as required. This may include, but not limited to ITO certified farm training opportunities in safe and effective handling of farm machinery and tractors, ATV operation, chemical storage and use, chain saw operation and ongoing personal development projects.

## INFORMATION MANAGEMENT

- Ensure that all information created or received during the course of your work is managed as per  AgResearch Information Management policy. This includes naming, storing, classifying and ensuring it is available to other staff as per the policy.



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## HEALTH AND SAFETY

- Maintains current knowledge of AgResearch's Health and Safety Management policies, systems, and procedures.
- Ensures awareness of own responsibilities and the procedures to follow in relation to health and safety.
- Identifies and reports any hazards, near misses or incidents as per prescribed policy and procedures.
- Demonstrates safe workplace behaviour by taking all practicable steps to ensure own and other's safety in the workplace.
- Assists new employees, trainees and visitors to the workplace in understanding the correct safe workplace practices.
- Attends scheduled Health and Safety training and development initiatives on a regular basis.

## ORGANISATIONAL OBJECTIVES

- Actively participates in and contributes to performance conversations and personal development.
- Embraces the AgResearch Values framework and develops own behaviours to support these Values on a continuous basis.
- Takes responsibility to understand and apply AgResearch policy, processes, systems, and procedures on a daily basis.
- Commits to accurate and timely information sharing and recordkeeping as per set organisational standards.
- Performs additional tasks, duties and/or responsibilities as directed by your people leader.



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## PERSON SPECIFICATIONS

The person best suited to this position will possess the following:

### EDUCATION & QUALIFICATIONS

- 2+ years relevant agricultural experience.
- Current Full Driver's Licence essential.

### CAPABILITIES & EXPERIENCE

- 1 - 2 years' experience in the application of relevant farming covering recording, diaries, stock rotation/movement, feed planning/management.
- 1 – 2 years' experience with working dogs and be able to exhibit competence in working with them (preferred).
- Experience in animal health maintenance, fencing and water supply.
- An interest in science and research principles.
- Proficient in MS Office and farm technologies such as TruTest and FarmIQ.
- Knowledge of Farm Quality Assurance programmes desirable.
- Must be physically fit.



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## COMPETENCIES

Organisational wide competencies – these are the competencies determined by the organisation as critical to every role.	
Accountability	Accepts responsibility for one’s actions regardless of outcomes.
Caring About People	Displays sensitivity towards the attitudes, feelings, or circumstances of others.
Developing People	Provides support, coaching, training, and career direction to others.
Integrity	Acts honestly in accordance with moral or ethical principles
Driving Results	Accomplishes goals, completes tasks, and achieves results.
Leveraging Diversity	Respects and values individual differences to obtain a desired effect or result.
Relationship Building	Develops collaborative relationships to facilitate current and future objectives.
Self-Development	Actively acquires new knowledge and skills to remain current with and/or grow beyond job requirements.
Role based competencies – these are the competencies required to perform this role.	
Anticipating Problems	Forecasts and detects errors, gaps, and potential flaws.
Detail Focus	Performs work with care, accuracy, and attention to detail.
Leveraging Work Skills	Applies technology and job-relevant abilities to complete work tasks.
Listening to Others	Listens and restates the ideas and opinions of others to improve mutual understanding.
Processing Information	Gathers, organises, and analyses diverse sources of information.
Quality Focus	Strives to meet quality standards and produce quality work products.
Safety Focus	Attends to precautions and proper procedures to guard against work-related accidents and injuries.
Solving Problems	Identifies solutions given available information.
Teamwork	Collaborates with others to achieve goals.
Time Management	Plans and prioritises work to maximise efficiency and minimise downtime.



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