



Job Description

Job Title: Grazing Unit Ranch Hand
Department: Livestock Operations
Reports To: Livestock Operations Managers
FLSA Status: Non-Exempt

Position Summary: To ensure that all resources in his/her area of responsibility are properly managed and developed to their greatest potential by following Ranch policies, guidelines and operational plans.

Duties include, proficiently working cattle on horseback, shoe and care for horses, grazing management, castrating, branding, weaning, sorting and loading animals. Administer medications and vaccinations, as appropriate. Assess body condition to evaluate pasture performance. Maintain accurate livestock inventory with timely grazing plans and cattle reports. Maintains clean and orderly livestock corrals and handling facilities. Performs standard repairs and maintenance of fences and water systems.

Must **be passionate** about grazing management, enthusiastic about maintenance and repairs of fence lines and water systems. Demonstrated ability to sort, load and process cattle in a **quiet and calm** manner. Communicate **openly and freely** verbally and via email. Accepting of physical and mental challenges with livestock and the environmental working conditions.

Essential Duties and Responsibilities include the following. Other duties may be assigned.

- ◆ Working with other Grazing Unit Ranch Hands, gain a firm understanding of the grazing rotations, pastures, water systems and infrastructure across Parker Ranch.
- ◆ Understand and implement Animal Health program.
- ◆ Submit monthly summary reports (i. e. cattle condition, pasture conditions, mineral reports).
- ◆ Ride, shoe and handle horses properly.
- ◆ Help drive, separate and process cattle in calm, quiet and efficient manner.
- ◆ Assist with branding, inoculation, worming and other animal health related procedures.
- ◆ Delivery of mineral and dust bags.
- ◆ Check on water system and perform minor repairs.
- ◆ Assist with construction, repair and maintenance of fences, corrals and water system in area of responsibility to promote productivity.
- ◆ Report any suspicious and/or illegal activity on Ranch property.
- ◆ Be on call for emergencies during and after work hours.
- ◆ Oversee the selection and transporting of finished animals to processing facilities
- ◆ Assist, develop and supervise operational plan for his/her area of responsibility.
- ◆ Maintain accurate livestock inventory with timely cattle reports
- ◆ Job planning with Livestock Managers weekly, monthly, yearly.



- ◆ Develop and implement-grazing management plans quarterly with assistance of Livestock Resource Manager and Livestock Operations Manager.
- ◆ Assist with the development of budgets, grazing plans and production schedules

Additional Responsibilities and Requirements:

- ◆ Committed to Teamwork – balances team and individual responsibilities; exhibits objectivity and openness to others' views; gives and welcomes feedback; contributes to building a positive team spirit; puts success of team above own interests; able to build morale and group commitments to goals and objectives; supports everyone's efforts to succeed.
- ◆ Ability to work with multiple personalities in various environments.
- ◆ Be loyal to Ranch and an example to fellow employees.
- ◆ Be committed to achieving Strategic Plan goals.
- ◆ Assist with Ranch Security.
- ◆ Other work related duties as assigned.

Education Requirements

High school diploma or general education degree (GED); 5 or more years of ranch hand experience and/or training; or equivalent combination of education and experience. Degree in Agriculture and/or Animal Science a plus.

Language Skills

- ◆ Oral Comprehension -- The ability to listen to and understand information and ideas presented through spoken words and sentences.
- ◆ Active Listening -- Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Mathematical Skills

- ◆ Basic skills -- Ability to add, subtract, multiply and divide in all units of measure, to calculate rate, ratio and percentage and to draw and interpret bar graphs.

Reasoning Ability Skills

- ◆ Problem Sensitivity -- The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.
- ◆ Critical Thinking -- Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- ◆ Inspecting Equipment, Structures, or Material -- Inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects.
- ◆ Making Decisions and Solving Problems -- Analyzing information and evaluating results to choose the best solution and solve problems.

Computer skills

Basic Internet Navigation, Microsoft Outlook

Tools & Technology



ATV, 4x4 Pickup truck with livestock trailer with manual transmission, two-way radio, cell phone. Fence and plumbing tools. Other hand tools (i.e. wrenches, screwdrivers, chainsaws etc.) Animal health & biological tools syringes, brands, ear taggers, ear notchers, knives, masculators, dehorners & bolus apparatus, worming apparatus, vaccines, medications and other related tools.
Must have a valid driver's license.

Parker Ranch's Expectation of Employee:

- ◆ Is committed to the company values and adheres to all Parker Ranch policies and procedures.
- ◆ Perform duties as assigned by Management.
- ◆ Maintain a positive and respectful attitude and conduct yourself with integrity and in a polite, professional manner treating customers and co-workers courteously and respectfully.
- ◆ Communicates regularly with Officers, Managers and Supervisors about division and department issues.
- ◆ Consistently be on time for work, meetings and appointments and deliver work projects by assigned due dates.
- ◆ Maintain assigned work areas in a clean and orderly fashion.
- ◆ Maintain and ensure the safety of all assigned equipment.
- ◆ Immediately report any safety, security, equipment and customer service problems.
- ◆ Perform all duties in conformance to appropriate safety and security standards.
- ◆ Meet productivity goals and quality standards as set by management.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand; walk; sit; use hands to finger, handle, or feel; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl; talk or hear; and taste or smell. The employee must regularly lift and/or move up to 50 pounds; and must occasionally lift and/or move up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is occasionally exposed to work in high, precarious places; toxic or caustic chemicals; climb or balance. The employee is frequently exposed to work near moving mechanical parts; risk of electrical shock; vibration. The employee is regularly exposed to fumes or airborne particles; outdoor weather conditions. The noise level in the work environment is loud noise.