

Job description

Job title	Dairy Operations Manager	Division	Dairy
Reporting Manager	GM Dairy	Review date	July 2027

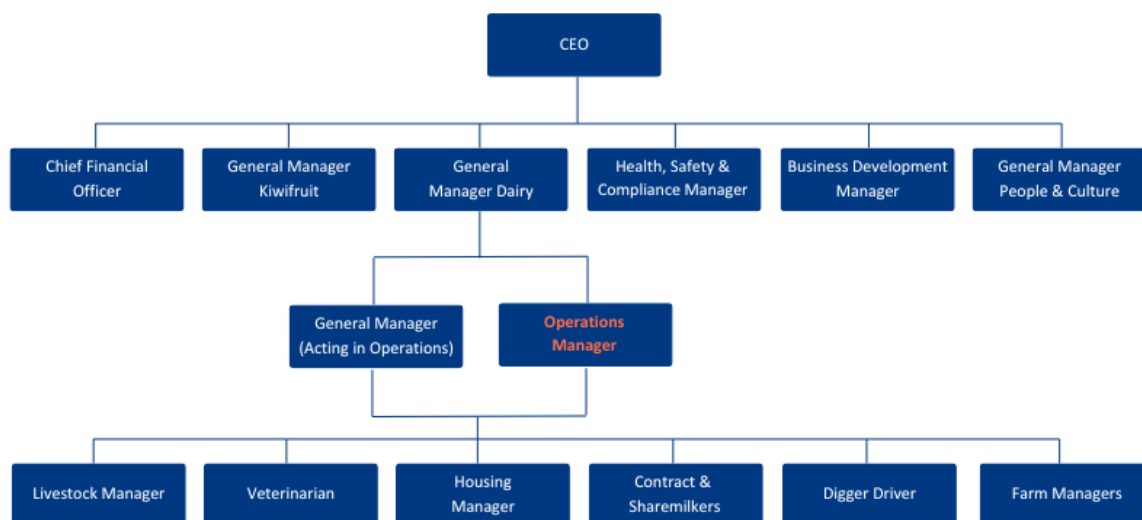
Role Purpose

The core purpose of Trinity Lands Ltd is to help our communities by funding community-run programmes, enabling enthusiastic and hard-working local groups to support those who face challenges.

The Dairy team leads with Christian values, integrity, and purpose—delivering high-performing, ethical, and sustainable operations that support charitable outcomes. Through strategic insight, operational excellence, and a deep commitment to our people, animals, land, and values, we support our teams to thrive, our systems to perform, and our business to grow. Together, we steward resources wisely, foster innovation, and uphold the principles of kaitiakitanga, manaakitanga, whanaungatanga, and Te Ao Karaitiana to create lasting value for our farms, communities, and future generations.

The purpose of this role is to lead the operational function of the dairy business, ensuring optimal farm system performance, compliance, and sustainability, while empowering farm managers and teams to deliver high-performing, ethical, and resilient farming operations aligned with the company's values and long-term goals.

Potential Organisation Structure



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Key Accountabilities
1. Operational Excellence & Farm System Performance Provide oversight and technical support to ensure the effectiveness of farm systems, including feed planning, pasture and crop performance, fertiliser application, supplement management, and infrastructure planning. Implement farm plans and seasonal strategies to maximise productivity and sustainability.
2. People Leadership, Performance & Capability Development Alongside the GM Dairy recruit, contract, and lead farm managers and contract milkers, providing direction, mentorship, and resources to support high performance. Facilitate learning through training, discussion groups, and coaching, and ensure all managers have tools and guidance to meet expectations.
3. Compliance, Risk & Environmental Stewardship Lead compliance across all areas of dairy operations, including QCONZ, Fonterra, and regional regulations. Ensure environmental responsibility through nutrient budgeting, effluent management, and land development planning, while proactively identifying and mitigating operational and health & safety risks.
4. Livestock & Animal Health Management Manage all livestock functions including stock performance analysis, breeding decisions, animal health monitoring, and culling. Oversee livestock records, movements, and grazing plans in conjunction with the Livestock Manager and Veterinarian, ensuring optimal stock condition, welfare, and system outcomes.
5. Infrastructure, Maintenance & Resource Coordination Ensure the maintenance of plant, housing, and equipment. Plan upgrades and replacements, manage depreciation, and coordinate bulk resource purchases to align with operational needs and long-term goals.
6. Culture, Relationships & Industry Engagement Promote and embody company values (Trust, Courage, Generosity, Agility, Humility) and principles (Kaitiakitanga, Manaakitanga, Whanaungatanga, Te Ao Karaitiana). Foster strong supplier relationships, maintain a high-performing team culture, and assess industry innovations to support continuous improvement and sustainability.

Internal stakeholders	External Stakeholders
• GM Dairy • Farm Managers, Contract Milkers, and Sharemilkers • Livestock Manager, Veterinarian, and Housing Manager • Finance & Support team • Health, Safety & Compliance Manager • GM People & Culture • Trinity Lands Executive and Board	• Fonterra • Local and regional councils • Suppliers and Contractors • Dairy NZ and other industry bodies • Technical Consultants • Technology providers • Auditors and Inspectors • Community stakeholders

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Technical capabilities

- Farm systems and operational management
- Livestock and animal health management
- Financial and budgeting expertise
- Compliance and regulatory knowledge
- Procurement and supplier management
- Technical reporting and systems analysis
- Infrastructure and asset management
- Innovation and industry engagement

Behavioural capabilities

- Strategic thinking
- Decision making and judgement
- Leadership and influence
- Collaboration and relationship building
- Adaptability and agility
- Continuous improvement and innovation
- Accountability and results focus
- Cultural awareness and ethical practice
- Coaching and development orientation

Qualifications and Experience

Experience

Senior-Level Dairy Operations Management

- 10+ years in dairy farming, with 5+ years in a leadership role overseeing multiple farms or a large-scale operation
- Proven experience managing seasonal complexity, large stock numbers, and system diversity
- Practical knowledge of all aspects of pasture-based dairy systems, livestock performance, feed systems, and infrastructure

Financial and Business Management

- Experience preparing and managing large operational budgets, reviewing gross margins, and analysing financial performance
- Ability to make data-driven purchasing and investment decisions, including procurement and capital planning

People Leadership

- Demonstrated experience in recruiting, leading, and mentoring teams, particularly farm managers or contract milkers
- Skilled in performance management, coaching, and conflict resolution

Regulatory and Compliance Management

- Proven track record managing and reporting to external regulatory bodies, including councils and Fonterra
- Health & Safety and environmental compliance experience across multiple farms or regions

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Supplier and Contractor Engagement

- Experience negotiating contracts and managing supplier relationships, including stock, feed, fertiliser, transport, and infrastructure services

Innovation and Industry Engagement

- Familiarity with emerging agricultural technologies, systems trials, and sustainability-focused initiatives
- Actively involved in industry forums, development groups, or sector leadership initiatives

Required Formal Education

- Bachelor's degree (or higher) in Agriculture, Agribusiness, Animal Science, Environmental Management, or a related field
- Or relevant experience

Preferred Industry Certifications

- Dairy industry compliance certifications (e.g. QCON/Fonterra standards, animal welfare)
- Nutrient Management (e.g. Overseer, Nutrient Budgeting)
- **Health & Safety qualifications**, e.g. risk assessment, incident management
- **Resource Consent and Environmental Planning** familiarity or training
- Leadership or people management certifications (*optional but advantageous*)