

# Description

## Animal Performance Manager

**Date:** April 2026  
**Location:** Southland, remote  
**Reports to:** Commercial Manager

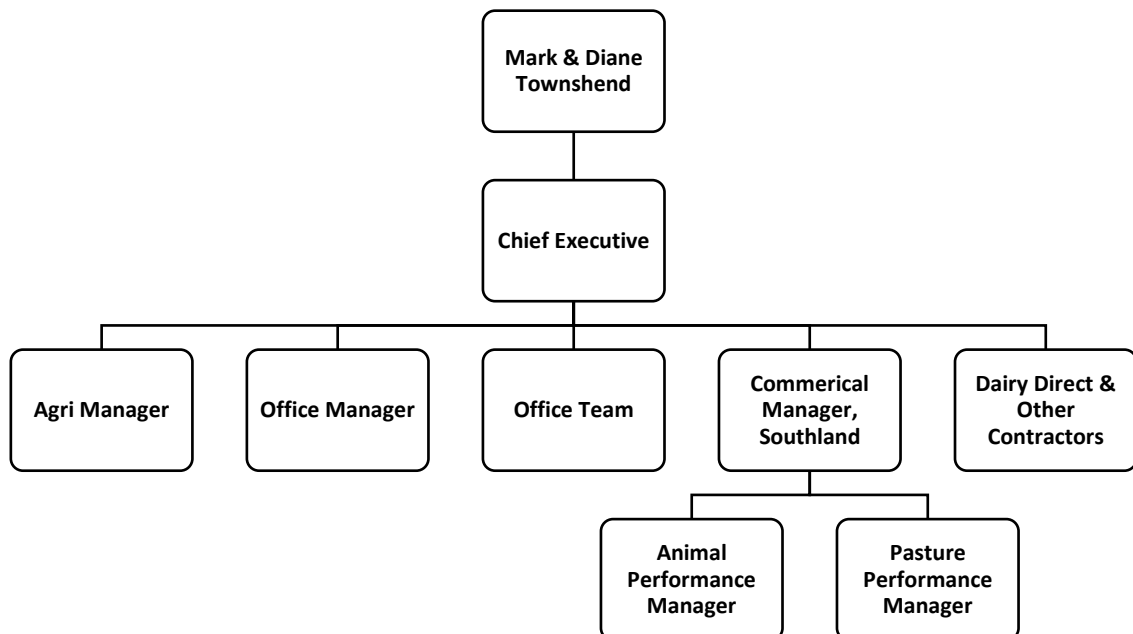
### Townshend Group

The Townshend Group hold direct and indirect investments in assets located across NZ, Chile and the United States. The Group has consistently delivered above average returns and takes pride in its operational excellence, strategic partnerships and entrepreneurship.

### Key Relationships

- External**
  - Other contractors
  - Dairy Direct (Farm Supervision)
  - Suppliers
  - Rural Professionals
  - Milk Companies
- Internal**
  - Commercial Manager
  - Animal Performance Manager
  - Agri Manager
  - Townshend Group Employees & Contractors
  - Contract Milkers & Farm Teams
  - Chief Executive Officer & Directors

### Organisation Structure



## Purpose

The Animal Performance Manager is responsible for lifting animal performance, health outcomes and system discipline across the Townshend Groups Southland dairy portfolio consisting of 3,000,000kgms, and 10 farms

This role works directly with Contract Milkiers to implement best practice animal management, ensuring livestock performance is optimised, accurately measured and aligned with overall farm system objectives.

The role combines technical expertise with hands-on coaching of Contract Milkiers, system implementation and ongoing performance oversight.

## Performance Measures

1. Animal Performance
  - Consistent achievement of herd production, condition and health targets across all farms
  - Youngstock meet weight and growth targets
2. Operational Outcomes
  - Reproductive performance is optimised with strong conception rates and tight calving patterns
  - Animal health issues are proactively managed with minimal impact on production
3. Contract Milker Capability
  - Contract Milkiers demonstrate improved understanding and execution of animal management
  - Clear, effective communication across a diverse workforce

## Key Responsibilities

1. **Animal Management**
  - Implement and embed animal management standards including body condition scoring, animal health planning, vaccination programmes, Johne's Disease management, lameness prevention and culling strategy.
2. **Reproduction & Mating**
  - Oversee the performance of approximately 7,000 cows and 3,000 youngstock, ensuring regular monitoring of condition, health and production, with early identification and management of at-risk animals
3. **Measuring & Monitoring**
  - Ensure accurate use of MINDA, NAIT, stock counts and DNA processes across all farms, using this information to inform decisions and improve animal performance.
4. **Contract Milker Support**
  - Mentor Contract Milkiers, develop effective communication approaches and ensure accountability for animal performance.

## 5. Operational Oversight

- Ensure alignment between animal performance and feed supply alongside the Pasture Performance Manager.

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## 6. Stakeholder Communication

- Maintain regular communication and provide insights to support decision making.

## 7. Health & Safety

- Comply with all Health & Safety requirements and Townshend Group policies

## Personal Specifications

- **Experience & Background** - Proven experience managing livestock performance at scale
- **Technical Capability** - Deep expertise across animal health, reproduction and youngstock systems, with the ability to confidently manage mating programmes, body condition scoring, disease management (e.g. Johne's), and ensure stock meet defined performance and weight targets.
- **Data & Compliance Focus** - Strong working knowledge of farm data and compliance systems (including MINDA and NAIT), with a high level of discipline around accurate record keeping, stock reconciliation, pregnancy data and traceability requirements.
- **Coaching & Influence** - Demonstrated ability to mentor and influence Contract Milkers and farm teams, driving consistency and lifting capability without direct authority.
- **Systems & Discipline** - Highly organised with strong attention to detail, ensuring systems are implemented consistently and executed accurately across farms.
- **Operational Judgment** - Strong practical decision-making ability, including recommending culling strategies, managing animal health risks early, and aligning livestock performance with feed supply in conjunction with the Pasture Performance Manager.
- **Personal Attributes** - Practical, resilient and solutions-focused, with high standards and a willingness to challenge performance where required.
- **Other Requirements** - Full New Zealand driver's licence with willingness to travel regularly between farms

## Non-Limitation Clause

This job description is not intended to be a complete or limiting description of the functions that you may reasonably be requested to undertake both within and outside of the normal hours of work.

Agreed With (Employee)

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: \_\_\_\_\_

Approved By (Employer)

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: \_\_\_\_\_