

Description

Pasture Performance Manager

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

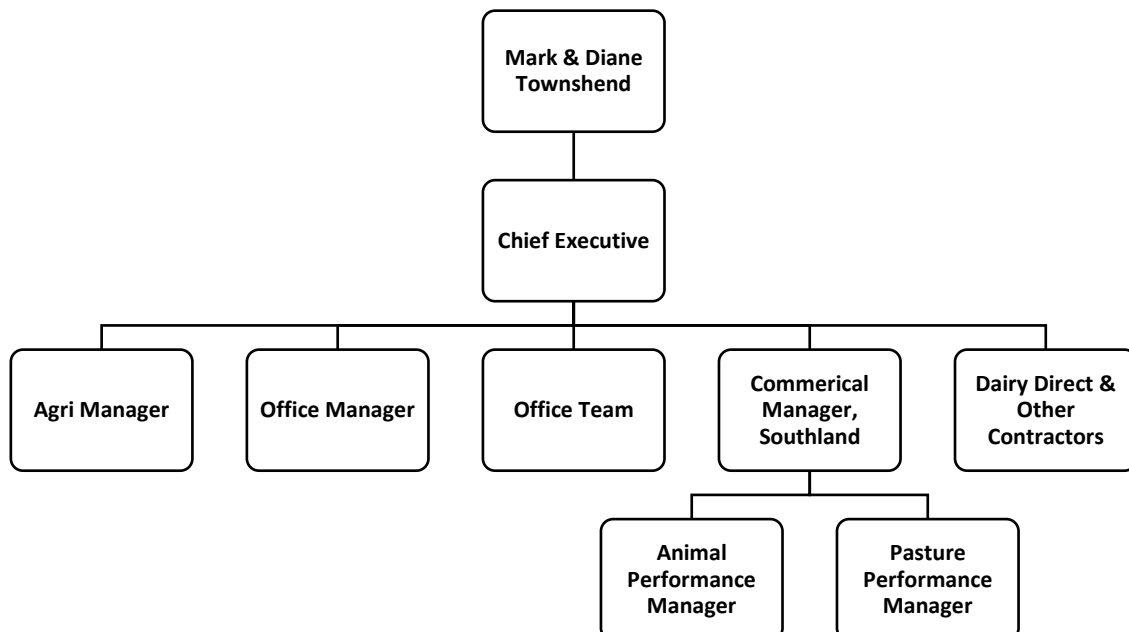
Townshend Group

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 Pasture 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 Milkers to implement best practice pasture management, ensuring feed grown is optimised, measured accurately and converted into milk production.

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

Performance Measures

1. Pasture Performance
 - Consistent achievement of pasture targets across all farms
 - Improved pasture utilisation and reduced variability between farms
2. Operational Outcomes
 - Feed budgets, rotations and inputs align with system targets
 - Surplus and deficits are proactively forecast and managed
3. Contract Milker Capability
 - Contract Milkiers demonstrate improved understanding and execution of pasture management
 - Clear, effective communication across a diverse workforce

Key Responsibilities

1. **Pasture Management**
 - Implement and embed pasture standards for the Groups Southland business, including:
 - Spring rotation planning
 - Residual management
 - Surplus feed management
 - Supplement use
 - Nitrogen and fertiliser application
 - Crop management and regrassing programmes
 - Weed management and contractor oversight
2. **Contract Milker Support**
 - Mentor and educate Contract Milkiers on pasture management
 - Develop communication approaches that resonate across varying experience levels and languages
 - Provide clear direction and accountability around pasture performance expectations
3. **Measuring & Monitoring**
 - Ensure accurate pasture measurement systems are in place and consistently used
 - Oversee plate metering and farm walk completion

- Ensure accuracy in break allocation and grazing execution

4. Operational Oversight

- Ensure farm systems are aligned with feed supply and demand
- Identify risks early and support corrective action
- Maintain strong alignment between pasture performance and overall farm objectives

5. Stakeholder Communication

- Maintain clear, regular communication with Contract Milkers, Farm Teams, Animal Performance Manager and the Commercial Manager
- Provide insights and recommendations to support decision making

6. Health & Safety

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

Personal Specifications

- **Experience & Background** - Proven experience in high-performing pasture-based dairy systems, ideally across multiple farms.
- **Technical Capability** - Advanced pasture management expertise, with the ability to interpret data and translate it into clear on-farm actions.
- **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 pasture systems are implemented consistently and executed accurately across farms.
- **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)

Approved By (Employer)

Signature: _____

Signature: _____

Name: _____

Name: _____

Date: _____

Date: _____