

Farm Systems Coach

Position Description

PRIMARY FUNCTION OF THE ROLE

The primary purpose of this role is to support the Farm Systems Manager, Farm Supervisors and Farm Operators with the successful implementation of the Dairy Holdings farm system. This includes the use of systems and best practice that increase the quantity of pasture grown and harvested, effective herd management and animal health and welfare, and the development of our people to deliver the Company's strategy.

This is achieved by providing coaching and support to Farm Operators that builds their capability and understanding of the farm system, consistent with the Dairy Holdings focus on People, Process and Pasture.

FUNCTIONAL RELATIONSHIPS

Internal:

- Management Team: Chief Executive; Chief Operating Officer; Chief Financial Officer; People and Performance Officer; General Manager of Grazing
- Farm Systems Manager
- Farm Supervisory team
- Health and Safety team
- Sustainability team
- Livestock team
- Contracting team
- Support office
- Farm Managers, Sharemilkers, Contract Milkers and other farm staff

External:

- DairyNZ
- Fonterra
- Livestock Improvement Corporation
- Veterinarians
- Body Condition Scoring contractors
- Local authorities
- Fertiliser representatives
- Agricultural business representatives
- Ministry for Primary Industries
- OSPRI
- Pasture and dairy scientists and researchers

NATURE AND SCOPE

Activities at all times are to be consistent with the Dairy Holdings Limited Mission Statement: "A growing dairy business that provides our customers with the highest quality food from 100% pasture".

- Provide specialist farm systems support, expertise and coaching across the Dairy

Holdings farming business.

- Work alongside the Farm Systems Manager, Farm Supervisors, Farm Managers, Contract Milkers and Sharemilkers to strengthen their understanding and application of the Dairy Holdings farm system, and ensure technical advice is turned into practical and sustainable action on farm.
- Support the development and monitoring of seasonal plans, including the Spring Rotation Planner, Summer Management and Autumn Planner.
- Provide technical advice on pasture management, milk quality, reproduction, animal health and welfare, body condition, and on farm and milking efficiency.
- Use farm performance information, benchmarking and on farm observations to identify opportunities, emerging risks and areas for improvement.
- Support Farm Operators to develop and implement practical improvement plans where farm, pasture, livestock or production performance is below expectations.
- Keep up to date with relevant research, technology and industry best practice, and assess its application within the Dairy Holdings farm system.
- Contribute to the continuous improvement of Dairy Holdings farm policies, systems, tools, training resources and technical standards.
- Provide timely technical information, analysis and recommendations to Farm Supervisors and the Management Team.

Performance Criteria

Achieve targets in respect of:

- Review and update farm policies with the Farm Systems Manager and Chief Operating Officer, to ensure the Dairy Holdings farm system continues to enhance profitability in a sustainable manner.
- Support the development of targets and strategies for cow condition, pasture cover, rotation length and nitrogen use, including the autumn and spring rotation planners.
- Report on Dairy Holdings key performance indicators and benchmarking across the Farm Supervisory team.
- Monitor and benchmark Body Condition Score results for all Dairy Holdings cows at four critical periods each year (pre-calving, pre-mating, late summer and late autumn) to encourage proactive management of cow condition.
- After each benchmarking round, hold discussion groups to lift on farm capability in cow condition, people development, milking and on farm efficiency, profitable production, feed budgeting, rotation length and effluent management.
- Provide technical support to Farm Supervisors as required.

Delegated Authority

- You have no authority to incur expenditure on behalf of the Company without the prior approval of the Chief Operating Officer.

KEY RESULT AREAS AND KEY TASKS

Capability Design and Implementation

- Supporting the Farm Systems Manager:
 - Assess Farm Operators on pasture management and mating. All new Farm

Operators are to be assessed within an agreed timeframe with their Farm Supervisor.

- Develop and deliver individual learning and technical development plans where required. These may include on farm coaching, field days, discussion groups, workshops and formal accredited training.
- Ensure identified trainers and assessors are current in their training, using an audit process.
- Update the company website with relevant training material, research and reporting.
- With the support of the Management Team, ensure capability development is a formal and recognised part of roles within the Farm Supervisory team and with Farm Operators

Farm Support

- Act as a skilled support person for individual farms and informal discussion groups.
- Ensure Farm Operators are aware of the support available from DairyNZ and encourage them to use it.

Health and Safety at Work Act 2015

- Work with the Health and Safety team to ensure farm systems, technical advice and improvement initiatives support safe working practices.
- Consider health and safety risks when developing or recommending changes to farm systems, technology or operating practices.
- Reinforce safe practices through coaching, training, discussion groups and on farm support.
- Promptly raise identified risks or recurring issues with the appropriate operational leader and the Health and Safety team, and contribute farm systems expertise to risk reviews, incident learnings and improvement actions.

Environmental Compliance

- Understand the Dairy Holdings Limited resource management policy and farm requirements as set out in the farm manual, and raise any issues with the Sustainability Manager.

Reporting

- Support with the development of autumn and spring rotation planners with each Farm Operator before calving, and regularly monitor farm performance against the plan.
- Prepare papers and notes for all extension and discussion groups.
- Complete benchmarking reports across farms to monitor the effectiveness of Body Condition Score and pasture cover targets.
- Report on key performance indicators across farms, including production against budget, empty rates, six-week in-calf rates and mean calving date.
- Complete farm visit reports where issues require the attention of the Farm Systems Manager, Farm Supervisors or Chief Operating Officer.
- Identify the farms most in need of improvement and work with the Farm Supervisors,

Sharemilkers and Farm Managers of those farms.

Animal Health

- Manage the BVD testing programme with LIC, and collect the information required to monitor BVD status across the business.
- Manage the tail scoring programme across Dairy Holdings herds, and collect, record and report the results.
- Liaise with the Livestock team to monitor MINDA records for Dairy Holdings Limited and Sharemilker owned cows as requested.

Pasture Management

- Identify properties and paddocks with the greatest variability in pasture production and where regrassing benefits are greatest, and put plans in place with the Farm Supervisors and Chief Operating Officer.
- Ensure reporting and data capture are current and support timely decision making.
- Report on end of season pasture cover and Body Condition Score, ensuring targets are achieved.

Succession Planning

Supporting the Farm Systems Manager:

- Work with Farm Supervisors to lift cow and pasture management capability across the business.
- Running Future Farm Managers programme and 2IC discussing groups to develop identified on farm talent for progression.

Dairy Replacement Heifers

- Support and guide Dairy Holdings grazing block managers to achieve replacement heifer target live weights.
- Monitor heifer live weights and review feed allocations, stock drafting and preferential feeding plans to keep heifer growth rates on target.

Winter Feed Management

- Support the Farm Systems Manager, Farm Supervisors and Farm Operators with winter grazing inductions and implementation of the winter grazing management policy.
- Support the review of the winter grazing transition management policy, and monitor that practices are being implemented.

COMPETENCIES AND SKILLS REQUIRED

- Relevant tertiary qualification.
- Minimum five years' experience as a technical expert, advisor, or capability developer or trainer within the primary sector.
- Extensive farm management and farm systems knowledge and experience, particularly in pasture based dairy systems.
- Good financial and farm business skills.
- Proven problem solving, lateral thinking and decision making skills.

- Excellent communication and interpersonal skills, with the ability to develop others.
- Strong organisation skills, with the ability to prioritise tasks and meet deadlines.
- Highly self-motivated and reliable, with the ability to work effectively under pressure.
- Commitment to achieving individual and organisational goals.
- Ability to work independently and as part of a team.
- Open and responsive to constructive feedback.
- Competent computer skills.

ATTRIBUTES REQUIRED

- Honest
- Competent
- Decisive
- Dependable
- Supportive and co-operative
- Fair minded and caring
- Loyal
- Intelligent
- Analytical and detail focused
- Forward looking