



Brickstead Dairy, LLC  
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## Herd Manager

### Summary:

The Herd Manager is responsible for overseeing parlor operations, along with other cow care duties, as assigned by the Owner or Dairy Manager.

### Preferred Skills:

Agriculture / Dairy Experience (will consider education in place of experience,) Previous Herdsman, Experience in Dairy Comp, Spanish Speaking (Not Required,) Previous Leadership Roles, Ability to stand for 8 or more hours, Ability to Lift more than 50 pounds

### Work Relationships:

The Herd Manager will work in conjunction with the Dairy Manager and work closely with all staff: herd crew, milking crew, office manager, vendors and consultants. The Herd Manager will report directly to the Owner.

### Duties Include:

#### Human Resource Management:

- Schedule employees, work, and tasks.
- Communicate and assist with other employees.
- Inspire and support employee performance.
- Evaluate employee performance and make recommendations to dairy management team.
- Attend and conduct employee meetings.

#### Employee Development:

- Interact with employees on a regular basis.
- Communicate company mission, vision, and core values to employees.
- Provide training/education opportunities to employees.
- Train new and current employees.
- Inspire and grow employees.

#### Parlor Mngt, Quality Control and Standard Operating Procedures (SOP):

- Work with advisors and employees to implement SOP's and protocols.
- Ensure correct operation of equipment.
- Identify problems and recommend improvements and new procedures.
- Test for antibiotics before the milk leaves the farm.
- Monitor milk quality. Inspect and change milk trailers.
- Work with inspectors to resolve issues.
- Maintain and monitor milk production records.
- Monitor herd somatic cell count.
- Monitor herd fat and protein levels.

**Reproductive Management:**

- Manage semen inventory.
- Administer hormone breeding program.
- Prepare weekly herd check list.

**Herd Health Management:**

- Consult with veterinarian.
- Observe and support ideal cow care, including fresh cow care.
- Dry off cows weekly.

**Youngstock Management:**

- Lead relationship between farm and custom raiser.
- Complete and monitor results of genomic sampling.
- Dehorn, properly ID & tag calves.
- Colostrum Management.
- Sanitation oversight of pens and equipment.

**Professional Development:**

- Read industry trade journals.
- Stay informed on dairy market information.
- Stay current on technology, research, etc. (continuing education).
- Interact with the industry professionals.
- Respect Spanish as a second language at the dairy.
- Participate in industry conferences, seminars, and other events.

**Compensation and Benefits:**

Compensation will be based on experience and skill. Benefits Include: Eligible for pay increase at three-month and annual reviews. Paid Vacation, IRA (3% employer match) Direct Deposit, Paid Ongoing Training and Educational Opportunities.

**Work Schedule:**

The Herd Manager will work approximately 55 hours a week; including some nights, weekends and holidays.