

SHEEP, BEEF AND DEER – ROLE DESCRIPTIONS



The most important resource on your farm, is you and your team.
Visit rural-support.org.nz or farmstrong.co.nz for guidance on how to 'get through' during the tough times.

JUNIOR SHEPHERD

ROLE DESCRIPTION

- Generally under full supervision.
- Assist with day-to-day operational tasks on farm including animal handling, animal health and welfare and vehicles.
- Expected to participate safely and effectively in the workplace.

TRAINING OPPORTUNITIES

Industry Standard Programmes
(Qualifications through Primary ITO)

NZ Certificate in Primary Industry Skills
 – Agriculture (Level 2)

NZ Certificate in Agriculture
 (Livestock Husbandry) (Sheep or Beef or Deer)
 (Level 3)

Driver's License Classes 1 & 6
 Firearms License
 First Aid Certificate

Industry Programme Enhancement

- Beef + Lamb NZ:
- Field Days
 - Resources on www.knowledgehub.co.nz
- Dog Training Days
- Deer Industry NZ:
- Resources on www.deernz.org/deerhub

Advanced Growth Opportunities

- New Zealand Young Farmers Club
- Agri-Women's Development Trust (AWDT)
 - It's all about YOU programme
- Ahuwhenua Young Māori Farmer Award

FARM GENERAL

ROLE DESCRIPTION

- Variable experience depending on business need.
- Can work unsupervised or support the team with basic farm system operations.

TRAINING OPPORTUNITIES

Industry Standard Programmes
(Qualifications through Primary ITO)

Junior Shepherd Plus

NZ Certificate in Agriculture (Pastoral
 Livestock Production) (Level 3)
 – known as "Feeding"

Industry Programme Enhancement

- Beef + Lamb NZ:
- Field Days
 - Resources on www.knowledgehub.co.nz
 - Wormwise workshop
 - Beef Cow Body Condition Scoring workshop
 - Ewe Body Condition Scoring workshop
 - Growing Great Lambs
- Deer Industry NZ:
- Resources on www.deernz.org/deerhub
- Dog Training Days
- Technical Training Days for on-farm technical equipment (e.g. weigh scales, EID).

Advanced Growth Opportunities

- New Zealand Young Farmers Club
- Agri-Women's Development Trust (AWDT)
 - It's all about YOU programme
- Ahuwhenua Young Māori Farmer Award

SHEPHERD/HEAD SHEPHERD

ROLE DESCRIPTION

- Requires limited to no supervision.
- Completing and often taking responsibility for day-to-day tasks on farm.
- As experience grows, may be responsible for some junior staff and their day-to-day responsibilities.

TRAINING OPPORTUNITIES

Industry Standard Programmes
(Qualifications through Primary ITO)

Farm General Plus

NZ Certificate in Agriculture (Pastoral
 Livestock Production) (Level 3)
 – known as "Feeding"

Commence NZ Certificate in Agriculture
 (Breeding or Non-Breeding) (Level 4) as Head Shepherd

Industry Programme Enhancement

- Beef + Lamb NZ:
- FeedSmart workshop
 - Wormwise workshop
 - Beef Cow Body Condition Scoring workshop
 - Ewe Body Condition Scoring workshop
 - Field Days
 - Resources on www.knowledgehub.co.nz
- Deer Industry NZ:
- Resources on www.deernz.org/deerhub

Advanced Growth Opportunities

- Deer Industry NZ
- Next Generation Conference
 - Bank Start-Up days
- New Zealand Young Farmers Club
- Agri-Women's Development Trust (AWDT)
 - It's all about YOU programme
- Beef + Lamb NZ
- Generation Next Programme
 - Action Network Groups (Head Shepherd only)
- RMPP
- Farm Business Transition, Succession, Ownership and Financial Workshops (for Head Shepherd)

STOCK/BLOCK MANAGER

ROLE DESCRIPTION

- Responsible for supervision of junior shepherds/farm generals and contractors under broad guidance.
- Able to develop, implement and monitor farm plans for livestock health, breeding and benchmark stock performance.
- Produces regular management reports on day-to-day activity.
- Responsible for day-to-day management of shepherds.
- Able to analyse information and make recommendations for action.

TRAINING OPPORTUNITIES

Industry Standard Programmes
(Qualifications through Primary ITO)

Shepherd/Head Shepherd Plus

NZ Certificate in Business (Introduction to
 Team Leadership) (Level 3)

Complete NZ Certificate in Agriculture
 (Breeding or Non-Breeding) (Level 4)

Industry Programme Enhancement

- Beef + Lamb NZ:
- FeedSmart workshop
 - Better Beef Breeding workshop
 - Better Sheep Breeding workshop
 - Fresh water management workshop
 - Farms, trees and Carbon workshop
 - Farm Safety Management System workshop
 - Winter Grazing
 - Field Days
 - Resources on www.knowledgehub.co.nz
- Deer Industry NZ:
- Resources on www.deernz.org/deerhub
- Primary ITO "Train the Trainer"
- FARMAX Software and/or FarmIQ Software

Advanced Growth Opportunities

- Deer Industry NZ
- Advanced Parties/Regional Workshops
 - Focus Farm Days
- Agri-Women's Development Trust (AWDT)
 - It's all about YOU programme
 - Understanding Your Farm Business (UYFB)
 - Wahine Maia, Wahine Whenua.
- Beef + Lamb NZ
- Generation Next Programme
 - Action Network Groups
- RMPP
- Farm Business Transition, Succession, Ownership and Financial Workshops

FARM MANAGER

ROLE DESCRIPTION

- Supervisory role.
- Responsible for meeting farm goals, including all aspects of production, stock, environmental and staff management.
- Should be involved in the budgeting process but will not set the budget.

TRAINING OPPORTUNITIES

Industry Standard Programmes
(Qualifications through Primary ITO)

Stock/Block Manager Plus

NZ Certificate in Primary Industry Production
 Management (Level 5)

NZ Diploma in Agribusiness Management (Level 5)
 (full list of modules at primaryitodiploma.co.nz)

Industry Programme Enhancement

- Beef + Lamb NZ:
- Land and Environment Planning workshops
 - Farm and Environment Planning workshops (regional plans)
 - Fresh water management workshop
 - Farms, trees and Carbon workshop
 - Farm Safety Management System workshop
 - Benchmarking workshop
 - Winter Grazing
 - Field Days
 - Resources on www.knowledgehub.co.nz
- Deer Industry NZ:
- Resources on www.deernz.org/deerhub
 - Resources on www.knowledgehub.co.nz
- FARMAX Software and/or FarmIQ Software

Advanced Growth Opportunities

- Beef + Lamb NZ
- Farmer Council participation
 - Action Network Groups
- RaboBank EDP & FMP
- Agri-Women's Development Trust (AWDT)
 - It's all about YOU programme
 - Understanding Your Farm Business (UYFB)
 - Wahine Maia, Wahine Whenua
 - Future Focus
- Deer Industry NZ
- Advanced Parties/Regional Workshops
- Kellogg Rural Leadership Programme
- RMPP
- Farm Business Transition, Succession, Ownership and Financial Workshops

BUSINESS MANAGER

ROLE DESCRIPTION

- Strategic role.
- Responsible for meeting overall business goals, including; agreeing farm goals with farm owners, planning, reviewing execution and reporting against the farm goals.
- Managing farm management.
- Responsibilities cover all areas including budgeting, targets and resource requirements. May be responsible for multiple farms or be part/full owner of the business.

TRAINING OPPORTUNITIES

Industry Standard Programmes
(Qualifications through Primary ITO)

Farm Manager Plus

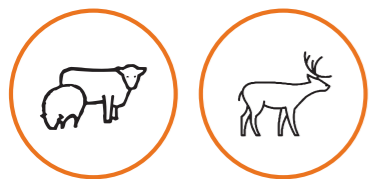
NZ Diploma in Agribusiness Management (Level 5)
 (full list of modules at primaryitodiploma.co.nz)

Industry Programme Enhancement

- Beef + Lamb NZ:
- Land and Environment Planning workshops
 - Farm and Environment Planning workshops (regional plans)
 - Fresh water management workshop
 - Farms, trees and Carbon workshop
 - Farm Safety Management System workshop
 - Benchmarking workshop
 - Farm Business Transition and Succession workshop
 - Field Days
 - Resources on www.knowledgehub.co.nz
 - Data and tools on www.beeflambnz.com/data-tools
- Deer Industry NZ:
- Resources on www.deernz.org/deerhub

Advanced Growth Opportunities

- Deer Industry NZ:
- Farmers Association (NZDFA) Participation
- Beef + Lamb NZ
- Farmer Council participation
 - Innovation Farm Programme
 - Profit Partnership Programme
 - Farm Initiated Tech transfer (FITT) projects
 - Action Network Groups
- Agri-Women's Development Trust (AWDT)
 - It's all about YOU programme
 - Future Focus
 - Escalator programme
- Ahuwhenua Trophy
- Ballance Agri-Nutrients Farm Environment Awards
- Nuffield New Zealand Farming Scholarship
- RMPP
- Farm Business Transition, Succession, Ownership and Financial Workshops



Meet the team

Our team is committed to enhancing people capability within the sheep, beef and deer industries. We are focused on building pathways, growing career opportunities and increasing the value of on-job education and training to individuals and the broader industry.



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