

Position Description

Position Title: Production Manager	Date: June 2019
Reports to: Business Manager	Location: Blanchetown SA
Department: Southern Cross Poultry Fund Operations	Direct Reports: Multiple

Position Purpose

AAM Investment Group is an Australian owned and operated provider of investment, asset management and consultancy services. We structure, operate and manage investments across agriculture, rural and commercial property and regionally based infrastructure, drawing on the team's knowledge and experience in these sectors to improve investment performance through operational and technological efficiencies and improved management.

Riverlands Free Range is a state-of-the-art modern intensive protein production enterprise which grows free range broiler chickens for Inghams Enterprise. Riverlands comprises 42 free range sheds, with six sheds per farm across seven separate farms located approximately 1km apart on a single land holding. The farm produces approximately ten million birds per annum.

The Production Manager is responsible for the oversight and operational management of the facility, and assists management to achieve long-term production goals by following sustainable livestock management practices. A key focus of the Production Manager is to improve the overall efficiency of the property and increase profitability through the effective operational management of the farms. This includes leading, developing and coaching a team of farm managers and their staff to meet performance objectives and KPIs including oversight of livestock, feed management, ranging management, staff training and development, record keeping, compliance with WH&S and relevant industry legislation and practices including bio security requirements.

AAMIG is committed to providing a safe and healthy workplace for all staff, clients, and visitors to our facilities. All staff are required to contribute to and promote a continuous workplace health and safety culture.

Key Responsibilities

Animal Husbandry

- Monitor growth rates against targets;
- Oversee the administration of vaccines, supplements and other appropriate animal husbandry;
- Oversee the prescribing and implementation of the animal husbandry program including training and supervision of staff. This includes flock health programs young stock management and preparation of culling lists, weight records; and
- Investigate animal welfare concerns and follow complaints through to resolution in consultation with the Business Manager.

Management and Delivery

- Oversee feed ordering, inventory and allocation, determining feed availability based on growth rates;
- Operate and monitor feed delivery equipment across all farms;
- Oversee the sourcing and reticulation of water to flock to meet requirements; and
- Monitor dietary requirements based on production and cost.

Production

- Identify need for renovation of litter and co-ordinate the overturning and/or removal of litter across all farms;
- Manage the purchasing of litter and co-ordinate the summer and winter schedules;
- Assist with the implementation of weed management treatment and practices in accordance with Company policy;

- Assist with the completion of RSCPA, FREPA, KFC & Inghams Audits; and
- In conjunction with the Business Manager, work to ensure the operation remains disease free, performs optimally and operates cost effectively by regular review of performance data (e.g. mortality rate, body weight and feed consumption).

Plant Equipment and Infrastructure Maintenance

- Implement, oversee and monitor the maintenance program for all farm facility vehicles and equipment;
- Implement, oversee and monitor the irrigation program, including maintenance of irrigation equipment;
- Direct and assist employees in the maintenance and repair of facilities as required; and
- Confer with managers to determine production requirements, condition of equipment and supplies.

Leadership and Administration

- Contribute to the annual budgeting process and periodic forecasting by providing the Business Manager with timely and accurate budget proposals and forecasts;
- Report to management on business performance, operational compliance, biosecurity, health and safety, facility activities, employee time records, environmental issues, animal welfare and other areas as required by the Business Manager;
- Ensure compliance with workplace legislation including Biosecurity, the Safety Management System and HSEQ requirements;
- Assist in the implementation of risk management strategies and report to management any risks identified including those pertaining to finance, workplace health and safety, environment or animal welfare;
- Lead by example in building and maintaining a strong, positive workplace culture;
- Provide leadership, development and coaching to farm managers and their teams to meet performance objectives and KPIs;
- Actively participate in employee disciplinary matters in consultation with the Business Manager and HR team;
- Provide farm employees with feedback regarding their performance, ensuring that any performance issues are dealt with in a timely manner;
- Oversee workforce planning, resourcing and effective rostering of the farms to ensure shifts are resourced with the correct skills and competency mix to deliver operational outcomes;
- Plan and implement employee vacation schedules and work with the Business Manager to accurately forecast recruitment needs;
- Assist with the onboarding, training and engagement of all farm employees;
- Lead by example in effective communication practices across all farms including the co-ordination of staff meetings, whiteboards, use of telecommunication equipment and message protocols; and
- Other activities as directed by management.

Experience & Qualifications	
<p>Essential:</p> <ul style="list-style-type: none"> • Qualifications in Business/Agricultural related field or equivalent experience; • Poultry industry experience; • Current Driver's License; • Exposure to WHS compliance; and • Hands-on general maintenance experience. 	<p>Desirable:</p> <ul style="list-style-type: none"> • Experience working in a free-range facility; • Experience with SKOV management systems; • Machinery operation tickets and licences; and • Current First Aid Certificate.

Competencies & Skills

- Solid grounding and appreciation of the concepts, principles and practical applications on animal husbandry and business operations;
- Demonstrated skill and experience in leading, managing, coaching and motivating teams;
- Ability to develop and maintain strategic relationships with all stakeholders;
- Strong commercial acumen and entrepreneurial drive to maximise value in business management with the ability to organise and manage conflicting work priorities;
- Extensive work history and demonstrated ability to work in a multidisciplinary and diverse team;
- Attention to detail and demonstrated ability to plan, prioritise and organise work demands and meet tight deadlines;
- Developed analytical and report writing skills;
- Highly developed interpersonal, communication and negotiation skills; and
- Strong computer skills and proficient in the use of the Microsoft Office suite.

Key Relationships

Internal

- Business Manager;
- National Livestock Investment Manager;
- All Farm based employees;
- HSEQ Manager; and
- Human Resources.

External

- Inghams Enterprise;
- Suppliers;
- Contractors;
- Service Providers;
- Local businesses; and
- Local community.

Position Description Approved by:

Position Title	Name	Signature	Date approved
Business Manager	Peter Cashman		June 2019

Position Description Accepted by:

Position Title	Incumbent Name	Signature	Date accepted
Production Manager			