

## **POSITION TITLE: DAIRY FARMHAND**

### **About the Organisation:**

The Dairy Farm is based in the Goulburn Valley in North Central Victoria and is currently being led by the 5th and 6th generation of a 160-year old dairy family. The dairy comprises of approx. 1200. Holstein milking cows - a closed herd with all calves bred and raised on their farms. The herd is also 100% A2 genetics. The team aim to grow around 60% of feed on farm, ensuring the herd receive the best feed possible.

### **1. ORGANISATIONAL RELATIONSHIP**

2. This position reports to the 2IC and/or the manager.

### **3. POSITION SUMMARY**

To undertake specified dairy production tasks and techniques, methods and control procedures concerned with the operation of the dairy and herd management, to the highest quality and standard.

### **4. MAJOR RESPONSIBILITIES**

- ✓ Ensure to follow adequate instructions for safe operation of machinery and maintain a safe working environment.
- ✓ Strict adherence to company policies including Animal Welfare.
- ✓ Compliance with all Workplace Health and Safety regulations.
- ✓ Milk Harvesting.
- ✓ Animal Husbandry.
- ✓ Droving cows
- ✓ Some tractor work
- ✓ Feed and Water provision for all stock as instructed.
- ✓ Weed control in pastures and around farm buildings, irrigation channels and drains as instructed.
- ✓ Complete maintenance of equipment and fences as required.
- ✓ Maintain buildings and sheds in a tidy state.
- ✓ Keep accurate company records.
- ✓ Perform other duties as instructed and required.

## 5. DUTIES

### **Milk Harvesting**

- Collect cows from paddock to the dairy using machinery supplied and operate it within the farm guidelines. Set up tracks and gates for next grazing. Bring cows from yard to milking shed according to farm procedure.
- Check and start the milking system, milk cooling, refrigeration, washing and feed system. Cup up cows after attending to appropriate udder hygiene.
- Remove cups from cows following the standard operating procedures (SOP). Apply teat disinfectant for use according to SOP. Oversee the movement of cows from the dairy.
- Identify cows with clinical mastitis, teat damage, lameness and other illnesses. Follow protocols for the treatment and recording of the condition.
- At the completion of milking, follow the procedures for plant cleaning and the shutdown process. Prepare the dairy in readiness for the next milking according to the set guidelines.

### **Animal Husbandry**

- Follow farm guidelines for storage of appropriate levels of veterinary and animal husbandry supplies.
- Regularly observe and attend to animal health needs and assist calving cows.
- Participate in cattle mustering, drafting, transport
- Adhere to farm policy on handling and welfare of all stock.

### **Pasture Production and Cropping**

- Follow grazing schedule and construct grazing tapes as required

### **Plant Equipment and Infrastructure Maintenance**

- Carry out daily maintenance checks and procedures as instructed
- Cleaning of feed shed in accordance with SOP

## 6. PERSONAL COMPETENCY

### **Punctuality and work ethic**

- Ability to be punctual on a regular basis and providing adequate notice in the event of being delayed or unable to attend work.
- Participate in training, performance reviews and team meetings.
- The commitment to work within the boundaries of what is a reasonable industry expectation.
- Acceptance of direction and adherence to the company's code of behaviour and standard procedures.

**Prioritising skills**

- Identification of the important operational requirements of the farming enterprise and implementation of priority tasks within the resource capabilities available.

**Empathy**

- The ability to perceive and understand the feelings of others.
- Strict adherence to animal welfare policies.

**Initiative**

- Have the ability to take action when required.
- Actively seeks out opportunities to make extra contributions to benefit the business.

**Interpersonal skills and communication**

- Good interpersonal, verbal and written communication skills.
- The ability to work collaboratively and interact appropriately and successfully with all people different levels and all stakeholders of the business.
- The ability to communicate clearly and effectively with the business in person, via phone, SMS or by email.
- Present ideas and document activities.
- Source, read and interpret written information.
- Keep all team members up to date.

**7. SKILLS AND EXPERIENCE****Mandatory**

- Minimum 2 years' experience working on a dairy farm.
- Current and valid Drivers Licence.

**Desirable**

- Agricultural qualification.
- Previous cattle work experience.
- Tractor driving experience.