



Position Title: Cattle Manager

Location: Deseret Cattle & Timber, Panama City/Wewahitchka, Florida

To Apply: Send resume to careers.east@deseretranches.com with "DCT – Cattle Manager" in the subject line.

Position Description:

The Cattle Manager is responsible for supervising, supporting, and training Cattle Unit Managers to accomplish Ranch goals including budgets and inventory. This person also is a key member of the management team which participates in strategic decision making for the operation.

Deseret Cattle and Timber, located outside Panama City, FL, is part of Deseret Ranches which is the Cattle Division of AgReserves, a multi-national company operating investment farms and ranches throughout the world.

Essential Job Functions:

1. **Vision:**
 - Identify and articulate the cattle department's role in achieving the overall ranch vision.
 - Ensure that the vision is communicated, key objectives are understood, and employees understand their role in accomplishment.
2. **Key Initiatives:**
 - Identify key initiatives to achieve the ranch vision.
 - Develop specific goals and plans and implement according to schedule.
3. **Manage day-to-day operations with excellence:**
 - Develop operational strategy, protocols, and procedures to achieve goals and objectives.
 - Identify key metrics and systems to plan, implement, and report outcomes.
 - Ensure that safety and animal welfare and handling are top priorities for all cattle unit managers and cowboys.
4. **Financial Prudence:**
 - Establish direction and guidelines for capital and operational budgets.
 - Review and approve budget.
 - Ensure that operational expenses and incomes are appropriately accounted for and controls are in place.
 - Ensure that inventory reports are accurate and timely and that ranch assets are protected.
 - Project, report and explain variances and outcomes.
5. **Employee development:**
 - Assist in the development of recruiting, training and compensation programs for employees.
 - Identify, train and mentor potential future leaders.
 - Work with interns on the cattle side and develop a pool of future employees.
6. **Owner Representation:**
 - Represent our owner in a professional manner at all times.
 - Protect and advance our owner's interests through participation in industry and community organizations.
7. **Marketing:**
 - Develop operational strategy and procedures that will maximize income through marketing.
 - Effectively communicate and coordinate with the general manager on marketing cull cows.
8. **Nutrition:**
 - Establish a cost-effective nutrition program to meet ranch expectations for conception rate, body condition, and weaning weights.
 - Work with cattle unit managers to make sure that the feed program is fed and managed on a daily, weekly, and monthly basis.
9. **Genetics:**
 - Work through the ARI genetics committee to establish genetic strategy and programs.
 - Ensure that protocols and procedures are followed and implemented.

10. Heifer Development:

- Manage heifer development for the ranch working with contracts and internal resources to meet ranch goals.

11. Safety:

- Ensure that ranch safety programs are fully implemented.

12. Ranch Security:

- Share in responsibility for the overall ranch security.

13. Natural Resources:

- Protect and manage natural resources to maximize land value. Ensure that all BMP's are followed to protect the ranch's water resources.

Skills and Education:

- Must have a bachelor's degree in Animal Science or equivalent
- Master's Degree in Animal Science, Business, or equivalent preferred
- Must have 10-to-15 years cattle experience
- Must have a proven track record of increasing leadership responsibility
- Must have a proven track record of financial accountability & performance
- Must be proficient in Microsoft Excel, Word, and PowerPoint, Outlook, and Internet
- Must have a valid Driver's License

Benefits: Full-time employees are eligible for excellent benefits including: Medical, Dental, Group Term Life, Disability, Retirement Plus Plan, 401k, FlexSpending, and other miscellaneous value-added benefits.

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NOTE: *The specific statements shown in this posting are not intended to be all- inclusive, but represent typical elements and criteria considered necessary to successfully perform the job.*

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