



**Position Title:** Cowboy/Herdsmen  
**Location:** Triangle Ranches of Texas – Paducah, TX

**Purpose** – The Herdsmen/Cowboy, under the direction of a foreman, is to accomplish the camp goals by caring for cattle, horses, pastures, equipment, and fencing. Triangle Ranch is a 154,000 acre cow/calf and stocker operation in North Western Texas and is part of Deseret Ranches. Deseret Ranches is the Cattle Division of AgReserves, a multi-national company that operates investment farms and ranches throughout the world.

### Position Description

#### 1. Strategy

- Review with foreman ranch strategic plan after each strategic planning meeting
- Under direction of the foreman develop goals for unit that are aligned with the ranch strategic plan

#### 2. Production

- Cow Condition: Maintain a BCS of 5 or better on 75% of cows with minimal BCS 3 cows, provide regular feedback to the foreman.
- Cattle Calendar of Events: Accomplish the activities listed on the Cattle Calendar of Events within the specified times.
- Stocker and Replacement Gains: Meet targeted gains on stockers and replacement heifers
- Maintain accurate running inventory of unit cattle, ensure all required reports are accurate and submitted on time
- Complete infrastructure projects (Fence, Pens, Tubs, and Waterlines)

#### 3. Profitability

- Cost Management: operate at or below annual unit goal
- Make recommendations for annual capital and operating budgets to the foreman

#### 4. Stewardship

- Pasture and Range Management: Assist with and/or complete annual 3-year resource plan for the unit.
- Assist with and/or develop and follow an annual grazing plan.
- Ensure that all unit fences, cow pens, facilities, and equipment are kept neat, clean, and in good repair.
- Be responsible for security on the unit. Communicate security concerns immediately

#### 5. People

- Employee Development and Supervision – participate in weekly planning sessions with supervisor. Be teachable and continuously improve skills and participate in training activities
- Coordination, Communication and Representation
  - Effectively coordinate with other ranch departments.
  - Build relationships and communicate effectively with lease holders and other ranch customers.
  - Represent ranch professionally at all times.

#### 6. Safety

- Complete monthly safety training modules.
- Achieve Ranch and Unit safety goals as outlined in ranch strategic plan

### Knowledge/Skills/Abilities

- Valid Texas Driver's License, High School diploma or GED
- Effectively handle cattle, have and continuously improve basic horsemanship, cowboy skills and cattle production knowledge. Perform castration, euthanasia, vaccinations, dehorning, ear tagging, etc. notching, branding, taking blood samples, and other procedures normal to animal husbandry. Count large herds of cattle and calibrate cattle cake feeder.
- Must be able to drive a tractor with implements and be able to hook up and detach the implements
- Work outside in year-round weather conditions including heat, cold, and rain
- Work an average 45-hour week with an average 9-hour workday, willing to work weekends and holidays when required
- Must be able to weld and do minimal equipment maintenance and repairs.

**Benefits:** Full-time employees receive excellent benefits including: Medical, Dental, Group Term Life, Disability, Retirement, 401k, paid vacations/holidays, and other miscellaneous benefits.

**To Apply:** Send resume to [careers.east@deseretranches.com](mailto:careers.east@deseretranches.com) with "TRI – Herdsmen/Cowboy" in the subject line.

**More Information:** [www.deseretranches.com](http://www.deseretranches.com)

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

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