



Position Description

Southern Operations Manager, Cavan Station

Company Overview

New Kayarem Pty Ltd, trading as Cavan Station is a progressive agricultural business that operates an aggregation of nine grazing properties near Yass and one at Cootamundra NSW. Our primary business focus is to produce the best quality merino sheep, angus beef cattle, wool, and grain within financially and environmentally sustainable production systems.

Total production across sheep and cattle enterprises is around 80,000 DSE. The business enterprises consist of a merino seedstock business, Bogo merinos and poll merinos, a large commercial merino flock with a portion of ewes joined to terminals and an angus bull breeding nucleus supporting the genetics of a large commercial angus breeding herd.

Our company culture is one of dedication to excellence in landscape management and animal welfare. We strive to create an environment that is inclusive, happy, and safe where team members feel motivated, fulfilled, and appreciated. We encourage and support ongoing education and upskilling for all employees.

A recent business achievement of note was the sale of a \$500k soil carbon credit to Microsoft in a private market deal. This transaction is indicative of our philosophy of balancing production with ecological outcomes. Measurable soil carbon levels have increased through demonstrated management change and led to increased production and landscape resilience.

Position: Southern Operations Manager, Cavan Station

Reporting to: Matt Crozier, Group General Manager

Significant Relationships: Group General Manager, Northern Operations Manager, Company Directors, Property Owners, Colleagues, Contractors, Customers and Suppliers

Position Objectives:

The **Southern Operations Manager** will develop and execute the company's operational plans through action, organisation, and leadership. He/she will liaise regularly with the Group General Manager and Northern Operations Manager to devise business plans and targets. He/ She will be responsible for budgeting and providing economic and data driven justification for decisions and proposed plans. He/ She will have an innovative, forward-thinking mindset, with a focus on enhancing the value of, and improving efficiencies across all aspects of the business.

General duties include:

- **Basic Function:** Professional management of a large-scale grazing business. Operational responsibility for significant farming assets. Leadership and organisation of staff and contractors. Efficient delivery of business plans with corporate style reporting of activities and finances. Responsibility and accountability for all decisions and actions.
- **Operational Management:** This is a senior management role. Input into the strategic direction of the farms and enterprises under your control. You will use initiative to implement business activities in accordance with business plans and budgets.
- **Business Planning and Records:** The Operations Manager will provide significant input to the construction of financial budgets and business plans, while being responsible for regularly reporting against them. The role will involve use of computer software programs to accurately record animal and paddock production data and for the completion of operational and financial management reports. In addition to normal monthly business and stock reporting, quarterly and annual ecological reports will be constructed.
- **Stock/ Grazing:** Implement modern planned grazing management systems focusing on appropriate rotations and adequate rest periods to result in increased pasture production, consistent levels of ground cover and increase soil water holding capacity. Use computerised grazing chart software (Maia Grazing) to maintain grazing data, rolling rainfall and paddock production records to assist in advanced feed budgeting techniques to match stocking rate to available carrying capacity. Lead staff uptake of modern grazing management techniques and grazing chart recording. Implement plans and perform tasks relating to all animal husbandry requirements.
- **Property:** Design, implement and monitor land management initiatives to facilitate long term financial and environmental sustainability. 'Think outside the square' to enhance landscape health and fertility by increasing soil carbon levels and biodiversity. Introduce trees and shrubs for shelter, shade and stabilisation and work to improve hydrology by slowing water run-off in the landscape. Have attention to detail and take pride in tidiness and presentation.
- **Pasture/Fodder:** Investigate alternative/biological, non-chemical forms of fertilizer to economically maintain soil fertility. Opportunistically produce and conserve fodder crops and pastures in line with budgets, animal requirements and ecological goals.
- **Staff Management:** Planning of tasks, monitoring progress and performance, work to resolve day to day issues, lead staff by example and in accordance with organisational policies and operational plans. Assist and implement staff education and training initiatives. Lead staff to ensure daily activities are in accordance with business plans and budgets.
- **Policies:** Adherence to and upholding of all company Policies and Procedures. Lead by example and uphold high standards of animal welfare. Manage W, H & S requirements of the business.

Competencies, attributes, and experience required:

- Ability to lead and manage a diverse team of staff and contractors through communication and setting an example
- Experience in developing and implementing financial budgets and operational plans in accordance with business goals
- Experience developing and implementing environmentally specific annual operational and best-practise animal husbandry schedules for large-scale Merino enterprises and large-scale beef breeding operations
- Experience in producing financial and production reports
- Competence in the use of Microsoft Office: excel, word, outlook, and farm management software; Maia Grazing and/or Agriweb
- Planned grazing management training and/or experience: RCS Grazing for Profit, Holistic Management
- Understanding of W, H & S and WorkCover requirements
- Skilled and competent in advanced stock handling and husbandry skills; LSS School an advantage
- Fodder cropping, pasture and/or agronomic experience
- Competence in the safe operation and maintenance of general farm equipment/machinery including quad bikes, tractors etc.
- Driver's license (Medium or Heavy Rigid Preferably)
- Horsemanship skills, good working dogs
- Chemcert, First Aid, Chainsaw Operation, Quad bike Safety and Front-End Loader

To apply for this position please forward your resume with covering letter and contact details for at least three referees to the below email address

matt@cavanstation.com.au



Cavan Station

Building Resilience

Southern Operations Manager, Cavan Station

Do you have a passion for breeding quality livestock and modern grazing management practices that promote financial and ecological sustainability?

Do you possess initiative, strong communication, financial and organisational skills? Are you a leader who can prioritise work programs and deliver results? Are you looking for a challenging yet fulfilling role?

Then we would like to hear from you!

We are looking for an accomplished grazing property manager with extensive experience in sheep and cattle production and husbandry techniques. Experience with the business and economics of running a farm is essential as financial budgeting and reporting will be crucial to this role. We are after someone who is comfortable with technology and the use of data to validate and justify decisions.

If you enjoy being part of a team, leading, supporting and educating your team members to achieve positive outcomes and have built a solid reputation for reliability, honesty, and commitment in your previous roles we would encourage you to apply.

The **Southern Operations Manager, Cavan Station** will report to the **Group General Manager** and will be part of the senior management group within the business. The successful candidate will take responsibility for the day-to-day management of five company properties totalling 6,400ha running up to 40,000dse. Leading a team of three staff, specific tasks will include developing planned grazing management systems, ecological and landscape improvement projects, and delivery of infrastructure upgrades and developments.

The successful candidate will ideally have:

- Tertiary qualification in Agriculture, Agribusiness, or relevant degree.
- Experience developing and implementing environmentally specific annual operational and best-practise animal husbandry schedules for large-scale Merino enterprises and large-scale beef breeding operations
- Experience leading a team
- Excellent verbal and written communication skills
- Pasture budgeting skills
- Farm software experience such as Maia Grazing and Agriweb
- Competence in Microsoft Office; Word, Excel, Outlook and Powerpoint
- RCS Grazing for Profit, KLR Marketing, Low Stress Stock handling
- Driver's license MR or HR an advantage
- Horsemanship skills, good working dogs
- Experience with machinery operation, hay making, fodder cropping, pasture development, Chemcert

For further details regarding this role please email the below address and request a copy of the full **Position Description**.

An attractive remuneration package will be offered based on competence including an incentive bonus upon meeting agreed KPI's, a comfortable home, along with a work vehicle, mobile phone, internet, and other benefits.

Ongoing education and training will be provided to assist career advancement. This is a role with room for significant career progression for the right person as they develop and demonstrate their capability and skills.

Mr Matt Crozier

Group General Manager

matt@cavanstation.com.au