



Job Posting

Position Title: Cowboy/Herdsman **Position Status:** Salary, Non-Exempt

Location: Mashed O – Council Grove, KS

To Apply: Send cover letter and resume to careers.west@deseretranches.com, with “Mashed O – Cowboy/Herdsman” in the subject line.

Purpose: Responsible for care of cattle, horses, pastures, equipment, stock water systems and fencing. Responsible for continually improve ranch infrastructure such as fences, pens, and stock water systems. Must be trustworthy, dependable, teachable, and work safely at all times. Able to understand and observe cow condition and able to observe forage conditions for pasture and range management. Accepts ownership of all responsibilities and effectively communicate with other ranch employees.

The Mashed O Ranch is part of Deseret Ranches, a division of AgReserves, a management company that operates investment farms and ranches throughout the world.

Essential Functions:

- **Cattle Husbandry** - Assure that cattle have adequate stock water, that pasture fences are maintained and that there is sufficient forage (and supplement if needed) to meet performance goals.
- **Cow Condition** - Maintain a Body Condition Score (BCS) of 5 or better on 75% of assigned cows with minimal BCS 3 cows; provide feedback to the foreman.
- **Stocker and Replacement Gains** - Meet targeted gains on stockers and replacement heifers during all development phases, on assigned herds.
- **Calendar of Events** - Under the direction of the foreman accomplish the activities listed on the cattle calendar of events, on assigned herds, within specified times.
- **Financial** - Operate at or below annual cow, stocker, or replacement heifer cost goals on assigned herds, including offering recommendations for annual capital and operating budgets to the foreman.
- **Pasture and Range Management** - Assist with and/or complete annual 3-year resource plan for the stewardship. Develop and follow an annual grazing plan.
- **Employee Development** - Be teachable while continuously improving skills and participating in training activities.
- **Safety** - Be responsible for safety within the stewardship.
- **Inventory/Reporting** - Ensure all required reports (see attached) are accurate and timely and maintain accurate running inventory on the unit cattle.
- **Infrastructure** - Maintain and continuously improve unit infrastructure: Keep all unit fences, corrals, facilities, and equipment neat, clean, and in good repair.
- **Ranch Security:** Responsible for security on their stewardship.
- **Communication/Representation** - Build relationships and communicate effectively with lease holders and other ranch customers, while representing the ranch professionally at all times.

Skills and Education Required:

- Valid Driver's License and High School diploma or GED. Bachelor's degree in Animal Science or related field preferred.
- 1-3 years' experience in the cattle industry preferred.
- Proficient in saddling and riding a horse and proficient in effectively handling cattle.
- Proficient in driving a tractor with implements and be hooking up and detaching the implements
- Able to weld and do minimal equipment maintenance and repairs.
- Able to tolerate, be willing to learn, and to perform castration, euthanasia, vaccinations, dehorning, ear tagging, etc. notching, branding, taking blood samples, and other procedures normal to animal husbandry.
- Have excellent verbal and written communication skills.

Physical Demands and Work Environment:

- Able to continually lift up to 75 lbs. Must be able to push, pull, and drag up to 200 lbs. and work in situations involving a leaned over or squatted position.
- Able to walk and stand for 9-to-12 hours per day. Must be able to ride a horse for 6-to-8 hours per day.
- Able to work outside in year-round weather conditions including heat, cold, and rain.
- Able to work an average 45-hour week with an average 9-hour workday, which can vary frequently including weekends.

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- Willing to work weekends and holidays when required

Benefits: Full-time employees receive excellent benefits including: Medical, Dental, Group Term Life, Disability, Retirement PlusPlan, 401k, Flex Spending Account, and other ancillary benefits. Company subsidized housing will be available on the ranch for employee and family.

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AgReserves, Inc. is an Equal Opportunity Employer.