



Hugoson Pork Inc

Breeding and Gestation Lead

ROLE PROFILE SUMMARY:

The breeding and gestation department lead is responsible for managing and directing the daily operation of a large (5,000 sows) breeding and gestation department. He or she is responsible for leading employees within their department and managing the daily tasks through training and instruction. This position involves working in an agricultural environment with continuous hands-on interaction with livestock and regular structured routines.

DUTIES AND RESPONSIBILITIES:

- Lead all aspects of the breeding and gestation department
- Oversee and perform daily chores for breeding and gestation department including feeding, checking waters, sow condition, environment, monitor whole herd health, perform daily heat checks on sows and gilts, perform daily AI on sows and gilts, manage gilt inventory and gilt flow, determine cull sows and transportation, maintain unit cleanliness
- Lead breeding and gestation department team in meeting production
- Implement HPI production policies for care and management of animals
- Monitor semen delivery, inventory and expiration date
- Coordinate with Farrowing Lead pre-farrow and post-farrow sow movements
- Assist farrowing department personnel on weaning days when necessary
- Maintain and submit all records and forms and ensure they are accurately completed and submitted in a timely manner
- Monitor and order medication and supplies for the breeding and gestation department
- Schedule all daily, weekly, and monthly breeding and gestation department tasks
- Work with main office staff to correct record discrepancies
- Organize staff to ensure all breeding and gestation department tasks are completed within the scheduled staff hours
- Monitor working condition on back-up generator, if applicable
- Monitor pit status and timely removal of nutrients, if applicable
- Manage and perform dead pig removal
- Provide training, instruction and constructive feedback to employees in the breeding and gestation department
- Set short- and long-term goals for the breeding and gestation department
- Ensure the health and well-being of all animals in terms of nutrition, medication and environment
- Adhere to all standard operating procedures and ensuring that employees do the same
- Monitor, resolve and routinely check and repair facilities, equipment and breeding and gestation department maintenance needs
- Manage and evaluate all breeding and gestation department employees and complete their employee performance evaluations with Sow Unit Manager, if applicable
- Instruct staff on all MetaFarms breeding and gestation production records, if applicable

- Gilt development and isolation facilities management including maintaining breeding and gestation department vaccination schedule, monitoring department health status, maintaining isolation/acclimation of gilts, organizing gilt scheduling, delivery and movements
- Assist breeding and gestation department members with time management and production skill development, if applicable
- Follow all safety rules and practices and encourage coworkers to do the same
- Performing all other activities and responsibilities as defined by upper management

EDUCATIONAL REQUIREMENTS AND QUALIFICATIONS:

- At least one year as a breeding/gestation department lead or five years experience as a breeding/gestation technician in a mid-size or large breeding-gestation department
- High school diploma desired

REQUIRED SKILLS/EXPERIENCE:

- Ability to communicate clearly and effectively
- Regular, consistent attendance
- Requires exemplary leadership, production, problem-solving and communication skills
- Requires dedication, goal-oriented, motivation, positive attitude and ability to effectively lead a team
- Requires time-management skills, as well as the ability to adapt and function effectively in a fast paced, changing environment
- Must possess basic computer skills and be proficient in software specific to swine industry
- Must possess and maintain a valid driver's license and insurable driving record

Respect and care for all animals is required. The ideal candidate must also possess experience in creating a culture of respect and care for all animals throughout the farm system. Knowledge and enforcement of the latest industry biosecurity best practices must be observed and enforced throughout the farm operation.

PHYSICAL DEMANDS:

- Ability to work in noise levels that may require hearing protection
- Ability to stand, sit, walk, stoop, kneel, crouch for extended periods of time on varied surfaces
- Ability to reach with hands and arms, perform repetitive motions, climb over 4-foot gates
- Ability to manipulate (lift, carry, move) light to medium weights of up to 50 pounds with reasonable accommodation or assistance from another team member.
- Ability to work independently with minimal supervision
- Ability to work in a highly interruptive environment
- Must be capable of being on their feet for 10 hours
- Must possess ambulatory skills sufficient to move throughout the farm
- Must possess good hand-eye coordination, arm, hand and finger dexterity, including ability to grasp

BENEFITS/REWARDS OF JOB:

This position provides a rewarding team atmosphere where hard-working and effective leaders have virtually unlimited career advancement and upper management opportunities. Most positions offer competitive wages, benefits packages and regular performance and salary evaluations. Department leads enjoy the satisfaction of training and developing employees and leading a team to achieve ambitious personal and professional goals.

Preceding statements are intended to describe the general nature and level of work performed of this position. This list is not all-inclusive as additional duties may be assigned.