



Hugoson Pork Inc

Farrowing Lead

ROLE PROFILE SUMMARY:

The farrowing department lead is responsible for managing and directing the daily operation of a large (4,000 sow) farrowing department. Department lead 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 farrowing department
- Oversee and perform daily chores for farrowing department including feeding, checking waters, sow and piglet condition, environment, maintain unit cleanliness
- Lead farrowing department team in meeting production
- Implement HPI production policies for care and management of animals
- Strategize for day-to-day management, problem litters and sows, fostering newborns, backfilling farrowing crates, weaning rooms, and 4-week weaning projection
- Coordinate with Breeding Department Lead pre-farrow and post-farrow sow movements
- Schedule all daily, weekly and monthly farrowing department tasks
- Maintain and submit all records and forms and ensure they are accurately completed and submitted in a timely manner
- Ensure accurate count of piglets being weaned to nursery
- Work with main office staff to correct record discrepancies
- Organize staff to ensure all farrowing department tasks are completed within the scheduled staff hours
- Assist breeding and gestation department personnel when necessary
- Manage and evaluate all farrowing department employees and complete their employee performance evaluations with Sow Unit Manager
- Monitor and order medication and supplies for the farrowing department
- Monitor, resolve and routinely check and repair facilities, equipment and farrowing department maintenance needs
- 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
- Set short- and long-term goals for farrowing department
- Train, teach and provide constructive feedback to employees on the farrowing department responsibilities
- Instruct staff on all MetaFarms farrowing production records, if applicable
- Assist farrowing 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 farrowing lead or five years as a farrowing technician in a mid to large-size farrowing department (4,000 sows)
- At least one year in a leadership position overseeing 4-6 people
- 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.