



## **Hugoson Pork Inc**

### **Feed Mill Manager**

#### **ROLE PROFILE SUMMARY:**

The feed mill manager is responsible for directing the daily operations of the entire feed manufacturing and delivery process and for producing and delivering high quality feed to the organization's swine population. Individuals also are ultimately responsible for ensuring compliance with all governmental regulations and agencies including the Food and Drug Administration (FDA). This position involves tight deadlines and scheduling, constant communication with upper management, vendors, farm managers, feed truck drivers, mill technicians and nutritionists and working in a busy office and/or agricultural manufacturing environment. Occasional travel, daily administrative duties and extensive employee development and oversight are also required.

#### **DUTIES AND RESPONSIBILITIES:**

- Provide leadership to all employees within the feed manufacturing department by establishing and communicating expectations, providing clear instructions and coordinating all production and delivery scheduling
- Oversee all feed production and delivery activities
- Work closely with the company nutritionist and related vendors to ensure high quality, cost effective and value-added feed products
- Understand and ensure compliance with all transportation, environmental and feed production regulations and policies
- Direct all feed transportation operations with focus on biosecurity, efficiency, value and timeliness
- Coordinate and monitor all feed production equipment, facility and truck maintenance and repairs
- Manage and maintain an adequate yet cost effective grain, ingredient and supplement inventory
- Maintain all required records and documentation related to production, drug/supplement usage and feed transportation
- Compare and purchase all tools, parts and materials needed for the feed manufacturing department
- Prepare and monitor all feed production/transportation related budgeting and financial controls
- Provide information and recommendations to upper management related to feed production/transport and related cost reduction opportunities
- Develop and evaluate the efficiency of all related standard operating procedures and training regimens
- Develop, communicate and enforce all feed production and delivery related biosecurity rules and practices
- Perform all other activities and responsibilities as defined by upper management
- Ensure compliance with State, Federal and OSHA regulations

## **EDUCATIONAL REQUIREMENTS AND QUALIFICATIONS:**

- Bachelor's degree in business management, agriculture or related field preferred AND at least three to five years of experience in feed mill management.

## **REQUIRED SKILLS/EXPERIENCE:**

- Requires exemplary attention to detail, leadership, organizational, multi-tasking, problem-solving, interpersonal, communication skills and analytical skills
- Requires dedication, goal-oriented, motivation, positive attitude, ability to work independently, and ability to effectively lead a team
- Requires experience with livestock production, transportation efficiency calculations, cost/benefit analysis and complex scheduling methods
- Basic computer, email and data entry skills are necessary
- Individuals also must maintain a valid drivers' license
- Knowledge and enforcement of the latest industry biosecurity best practices must be observed and enforced throughout the farm operation
- Strong agriculture background with ability to talk to producers
- Must possess and maintain a valid driver's license and insurable driving record

## **PHYSICAL DEMANDS:**

- Ability to work in noise levels that may require hearing protection
- 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 possess ambulatory skills sufficient to move throughout the farm
- Must possess good hand-eye coordination, arm, hand and finger dexterity, including ability to grasp
- Must be able to effectively work in a normal office environment; this includes sitting and using a computer for extended periods of time

## **BENEFITS/REWARDS OF JOB:**

This position provides a rewarding team atmosphere where forward-thinking and effective leaders have the opportunity to advance the success of the organization and all of its employees. Most positions offer competitive wages, benefits packages and regular performance and salary evaluations. Feed mill managers enjoy the satisfaction and challenge of overseeing the production and delivery of high quality, low cost animal feed, thus providing critical support to the organization's swine production operation, and leading teams to achieve ambitious personal and professional goals.