



Hugoson Pork Inc **Finishing Supervisor - Grower Relations**

ROLE PROFILE SUMMARY:

The Finishing Supervisor specializing in grower relations serves as a liaison between Hugoson Pork, Inc. (HPI) and its contract growers. The finishing supervisor is responsible for overseeing the production, well-being, and performance of the pigs from their arrival to their delivery; and for developing and implementing company standard operating procedures so that the company can continue to be on the leading edge of production and profit. Position is responsible for working with and motivating other employees on the farm and overseeing the performance of contract growers through quality control checks. This position involves working in an agricultural environment with hands-on interaction with livestock, regular structured routines and administrative duties.

DUTIES AND RESPONSIBILITIES:

- Assist with pre-pig placement inspections
- Provide technical guidance for animal production and transportation
- Assist with overstock movements and inventory control
- Oversee contract grower performance to ensure that all daily responsibilities/tasks are performed
- Assist with overall animal flow and understand its effect on production and financial performance
- Problem solving and administrative duties (i.e. maintenance concerns, production record keeping, etc.)
- Provide expert recommendations to the farm team in meeting production and financial targets
- Provide development, instruction and constructive feedback to contract growers
- Ensure the health and well-being of all animals in terms of nutrition, medication and environment
- Develop and adhere to all standard operating procedures and ensure that all contract growers do the same
- Monitor and resolve all farm maintenance and grounds keeping needs at contract grower sites
- Regular communication with upper management, farm owners and growers
- Follow all safety rules and practices and encourage coworkers and contract growers to do the same
- Assist when needed in other finishing activities such as vaccinating, loading, washing, daily chores, nursery care, etc.
- Perform all other activities and responsibilities as defined by owners

EDUCATIONAL REQUIREMENTS AND QUALIFICATIONS:

- Two year agriculture degree PLUS two year experience in wean to finish swine production OR a combination of education & experience
- At least one year of finishing experience, preferably management or grower relations.
- Must possess a valid class C driver's license

REQUIRED SKILLS/EXPERIENCE:

- Requires proven ability to lead by example, foster mentoring relationships, support organizational change, and to build a team environment using positive reinforcement

- Requires use of logic and reasoning skills to identify strengths and weaknesses of alternative solutions, conclusions or approaches to problems, and take action
- Requires strong leadership, project management, time management, organizational, production, problem-solving and communication skills
- Requires outstanding verbal and written communication skills
- Requires dedication, goal-oriented, motivation, positive attitude and ability to effectively build professional relationships with others that foster a successful business environment
- Must be proficient in Microsoft Office products (Word, Excel, Outlook) and software specific to swine industry

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 4-foot gates
- Ability to manipulate (lift, carry, move) light to medium weights of up to 50 pounds moving 100 yards repeatedly with reasonable accommodation or assistance from another team member.
- Ability to push/pull up to 350 lbs with a cart on wheels as required
- 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 the opportunity to advance the success of the farm and all of its employees. The position offers competitive wage, benefits package and regular performance and salary evaluations. Finishing site supervisors enjoy the satisfaction and challenge of cultivating relationships with contract growers and building professional networks 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.