



Hugoson Pork Inc: Nursery Specialist

ROLE PROFILE SUMMARY:

The nursery specialist is for fulfilling the daily weaned pig duties. Individuals will be responsible for the implementation of all processes and procedures, development and execution of action plans related to the care of animals and provide training, direction and development to employees and independent contractors during the nursery phase of pig production. This position involves working in an agricultural environment with hands-on interaction with livestock, regular structured routines and administrative duties.

DUTIES AND RESPONSIBILITIES:

- Closely monitor and work daily with newly weaned pigs.
- Ensure accurate head count at time of weaned pig placement and conduct quality control on marginal pigs.
- Coordinating and communicating with growers to ensure that all daily responsibilities/tasks are performed in alignment with Hugoson Pork's standards
- Coordinating and communicating with sow unit management to understand weaned pig flow, arrival times, locations, estimated numbers, etc.
- Ensure barn is properly prepped for arrival of weaned pigs.
- Mat-feed and gruel feed pigs as directed
- Sort pigs as directed to provide optimal performance for all pigs within the barn
- When job allows, some time would be spent working with feeder to finish animals
- Frequent problem solving and trouble-shooting is required
- Administrative duties as necessary (i.e. reporting forms, inventory reports, etc.)
- Meeting production and financial targets
- Providing training, instruction and constructive feedback to independent contractors
- Ensuring the health and well-being of all animals in terms of nutrition, medication and environment by working closely with veterinarians and Wean to Finish Manager
- Provide contract growers with the required medication inventory, and ensure that the medication is being administered according to label directions and recorded properly.
- Adhering to all standard operating procedures and ensuring that all Independent Contractors do the same
- Monitor facility ventilation and environment and report issues
- Monitoring and reporting maintenance needs
- Enforcing all bio-security rules and practices
- Regular communication with upper management, farm owners and veterinarians
- Must be available to assist with vaccinations, treatments, choring, moving pigs, loading and unloading pigs as necessary
- Performing all other activities and responsibilities as defined by upper management

EDUCATIONAL REQUIREMENTS:

High school diploma or GED preferred

REQUIRED SKILLS & EXPERIENCE:

- Must possess a valid Minnesota driver's license and an insurable driving record
- 1 year of experience in a nursery department preferred, but not required
- Exemplary organizational, leadership, production, problem-solving and communication skills are required.
- Individual must be dedicated, goal-oriented, motivated and able to effectively influence others.
- Ability to work independently and efficiently.
- Basic computer and data entry skills are helpful.

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, bend and 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 THIS ROLE:

This position provides a rewarding team atmosphere where hard-working and effective employees have the opportunity to advance both themselves and the success of the farm. Positions offer competitive wages, benefits packages and regular performance and compensation evaluations. The nursery specialist enjoys the satisfaction and challenge of working with other employees and growers 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.