

**Job Title: Ranch Director**

**Location: Central Utah (Spanish Fork area) with travel to multiple ranches**

**Department: Executive**

**Schedule: Full Time**

### **POSITION SUMMARY**

We are seeking a driven and experienced Ranch Director to oversee and manage multiple cattle ranches across federal and private lands in the beautiful high desert of Utah, Nevada, and Colorado. With over 1 million acres of range ground and a capacity of 5,000 head, this role requires a progressive-minded leader who can execute the CEO's vision, achieve ROI targets, and ensure the profitability of our ranches. The ideal candidate will have a strong financial background, understanding of macro and microeconomics, expertise in livestock production, and exceptional interpersonal and leadership skills.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

- Implement and execute the CEO's vision, collaborating closely with the executive team(CEO, COO and CFO) on overall company strategy and profitability targets.
- Allocate resources effectively, manage budgeting and financial accounting, and oversee NRCS projects and capital improvements.
- Develop and implement operating ratios to maximize profitability and operational efficiency.
- Manage relationships with stakeholders such as bankers, consultants, Bureau of Land Management, Forest Service, SITLA, and NRCS.
- Ensure compliance with federal and state regulations related to ranching operations.
- Provide strong leadership to all ranch employees, fostering effective communication and stakeholder engagement.
- Continually monitor and evaluate the performance of each ranch, making necessary adjustments to optimize outcomes.
- Apply financial principles from Ranch Management Consultants and Ranching for Profit School.
- Have hands-on experience with livestock production on large-scale cattle ranches.
- Implement the EOS management system (training will be provided).
- Travel will be required for this position. (Can include overnight stays, and travel to multiple ranches regularly)
- Manage investment cattle, short-term cattle, and cattle feedlot operations.
- The COO and Director share ownership of cattle marketing efforts.

### **MINIMUM QUALIFICATIONS (KNOWLEDGE, SKILLS, AND ABILITIES)**

- A Master's degree in Business Administration or Livestock Production is preferred.
- Strong financial background and deep understanding of the cattle market.
- Extensive experience in livestock production on large-scale cattle ranches.
- Excellent interpersonal and leadership skills, with the ability to manage diverse stakeholders.
- Self-motivated, independent, and proactive in taking initiative.
- Exceptional communication and problem-solving skills.
- Familiarity with federal and state regulations governing ranching operations.

- Experience with farming is preferred.
- Willingness to travel frequently to different ranch locations across multiple states.
- Ability to adapt and remain optimistic in the face of challenges and changes.
- Strong communication and problem-solving skills.
- **DO NOT** apply if you interpret every challenge or change of plans as a "crisis".
- **DO apply** if you plan ahead but are flexible, adaptable and optimistic in your approach to challenges.

If you are a results-driven professional with a passion for ranch management, possess the required qualifications, and thrive in a challenging yet rewarding environment, we invite you to apply. This position offers growth opportunities, recognition, and competitive compensation within our organization. Annual bonus based upon ROI.

### **PHYSICAL DEMANDS AND WORK ENVIRONMENT**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the functions.

While performing the duties of this position, the employee will be required to lift heavy objects up to 100 pounds, and complete a variety of projects that require prolonged standing, walking, and lifting. Must be physically able to climb ladders, bend, carry, and complete a variety of tasks of that manner.

### **BENEFITS**

We are proud to offer a comprehensive benefits package to eligible, full-time employees.

- Medical
- Dental
- Long Term Disability
- Life Insurance
- 401k

### **NOTE**

This job description in no way states or implies that these are the only duties to be performed by the employee(s) in this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments. This document does not create an employment contract, implied or otherwise, other than an "at will" relationship.

The company is an Equal Opportunity Employer, drug free workplace, and complies with ADA regulations as applicable.