



JOB DESCRIPTION

Role Title:

Cattle Assistant Area Manager

Position Type:

Salary

Role Summary:

Manage and direct 2 or more different cattle units to ensure compliance with budgets, policies, programs, and the Mission Statement of the King Ranch Inc. (Ranching and Wildlife Segment) in order to maximize profits and range cattle operational efficiencies. This is an operations-oriented job which requires extensive time being spent in the field with subordinates.

What to Expect in the Role:

- Oversee and ensure timely and accurate postings to the King Ranch cattle inventory system to provide accurate and timely information to the accounting department and upper management.
- Communicate on a regular basis with the Area Manager for Cattle Operations and report any cattle shortages, variances from standard operating procedures, or other issues of concern that might affect cattle operations on Division.
- Work with the Area Manager for Cattle Operations to develop and abide by operational and capital budgets. Ensure work being done by either the Units or outside contractors (whether being overseen by you directly or someone else) is being done to standards as outlined in the work orders or contracts. If work is not being done to standard communicate such to your supervisor.
- As an Area Manager, immediately report any violation of King Ranch policies or procedures by employees or others to your supervisor.
- Develop a thorough understanding of all supplemental feeding, water facilities standards, mineral, cattle and quarter horse herd health (processing and vaccination programs as well as herd monitoring), marketing and value-added programs, the “cattle calendar” and other KR policies and procedures. Oversee and work with Unit Managers to ensure absolute compliance with all parameters, dates, and requirements of these programs.
- Responsible for the production, planning and oversight of two Cattle Units on the Norias Division of King Ranch.
- Maintain cow and bull condition to ensure efficient breeding rates. Inform supervisor immediately of any conditions which might negatively affect the cattle in your care so that proactive steps can be taken.
- Handle cattle in a safe and humane manner and abide by the King Ranch Animal Welfare and Environmental mission statements.
- Develop stocking programs to ensure production of the most animals and lbs./acre produced as possible under the guidelines of the King Ranch Grazing Management program (given current conditions). Adjustments from this program should only be made with the input and instruction from the Area Manager for Cattle Operations.
- Maintain traps, working facilities, and other assets assigned to the cattle units in good repair and to the standards set forth by King Ranch. Inform supervisor immediately of any conditions or facilities that might be unsafe for cattle or employees.
- Participate in scheduling and planning sessions and make meaningful suggestions for improvements to the range cattle operations on King Ranch. This includes capital budgeting, needed repairs or maintenance, brush management, stocking rate assignments, herd health, and any other area of operations that might affect production and/or profitability.

- Communicate (and support) decisions made at higher levels of management to subordinates and other co-workers in a positive and constructive manner.
- Project a positive image of King Ranch to both the community and our employees by conducting yourself with integrity, high character, professionalism, and an unflinching dedication to the culture and legacy of King Ranch.
- Take primary responsibility for accomplishment of burn plans.

What We Will Be Needing From You:

- Minimum BS degree in agricultural related field or extensive experience and a record of success in managing large ranching operations.
- Must meet requirements and achieve status as “Private Prescribed Burn Manager” under the Texas Department of Agriculture
- Requires working knowledge of cattle production, grazing management, financial reports, and personnel supervision.
- Must have working knowledge of computer use (word, spreadsheets, email, etc.) and be able to use technology such as GPS.
- Must have a valid driver’s license in good standing, the ability to be an approved driver for the company and to safely operate vehicles.

Physical Demands/Requirements (Lifting, Bending, Stretching, etc.):

- Must be able to lift and carry 50 lbs. bags of feed and supplement mineral tubs.
- Requires exposure to all temperature and weather extremes (i.e., heat, rain, wind, cold and dusty conditions), moving equipment, loud noises, wetness, dust, smoke fumes, requires horseback riding and exposure to animal dander and fluids, walking on soft muck and hard and uneven surfaces.

Additional Information:

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice based on the needs of the business. To apply, go to: <https://king-ranch.com/careers/>



VISION

To inspire a culture of stewardship, continue our legacy of innovation and hold ourselves to the highest standards of excellence.

CORE VALUES

	VALUE 1	VALUE 2	VALUE 3	VALUE 4	VALUE 5
VALUE	TEAM PLAYER	OPEN, HONEST, AND CANDID	ACCOUNTABILITY AND INITIATIVE	WILLINGNESS TO LEARN	PROFESSIONALISM AND EXCELLENCE
MEANING	Champion the whole team and treat others with the respect you desire.	Be open, be honest and be candid while humbly recognizing that others have a valuable point of view.	Engage in your work, have the initiative to make things happen and hold yourself accountable for the outcome.	In the spirit of Captain and Mrs. King, listen to the land, learn from every challenge, and constantly improve.	Make excellence and integrity the priority, engage the best talent and strive to have the highest quality outcome.
BEHAVIOR	RIDE FOR THE BRAND.	DON'T BE SHY.	TAKE CHARGE.	FEED CURIOSITY.	DO IT THE RIGHT WAY, EVERY DAY.