



## JOB DESCRIPTION

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**Role Title:**

Cattle Unit Manager - Norias

**Position Type:**

Full-Time/Salary

**Role Summary:**

Supervise, plan and coordinate activities of unit employees engaged in the management of a cattle unit. The Unit Manager is responsible for assisting the Assistant Area Manager in executing cattle/ranch operations. This job assists and supervises employees to achieve operational goals and company standards.

**What to Expect in the Role:**

- Implementing company programs by working directly with unit to execute action plans that meet operational and organization objectives.
- Create schedules to always ensure adequate and efficient staffing.
- Recruit, interview, hire, and train employees as required.
- Advise Asst. Area Manager on staffing needs and personnel issues.
- Assist the Asst. Area Manager with duties and tasks as required in a ranching environment.
- Responsible for accurate and timely reporting of monthly cattle inventory, weekly planning sheet, branding reports, weaning reports, vaccination reports, rainfall reports, weekly time sheets, monthly mileage reports, field data collection (calving, weaning, yearling and unit P.O.'s, etc.) and other reports as required and as may be assigned by the Area Manager for Cattle Operations.
- Understands (and has access to) and strictly adheres to all supplemental feeding and mineral programs, herd culling criteria, herd health protocols, etc. for all classes of cattle and quarter horses in the unit's care.
- Strictly adheres to King Ranch "Cattle Calendar" for supplementation, vaccination, weaning, breeding season, marking/branding, and all other cattle activities. Inform supervisor beforehand of any variation from this schedule. Abides by sanitary measures as outlined in the herd health protocols.
- Works with Area Manager to schedule workings and shipments in an efficient and timely manner that allows Units to help each other when needed.
- Understands King Ranch "value added" programs such as BQA, age and source verification, etc. and abides by the requirements and record keeping.
- Abides by King Ranch Animal Welfare and Environmental policy guidelines.
- Adheres to predetermined maintenance/repair schedules for vehicles and equipment. Ensures all equipment is taken care of, is maintained in a safe and clean manner, and is used safely and appropriately.
- Performs normal maintenance/repair in timely manner for saddles/tack, fences, corrals, water troughs, other assigned assets (horse stalls, barns). Understands and abides by King Ranch Water Facilities Standards guidelines.
- Inspects water facilities on a minimum weekly basis and schedules maintenance /repair in timely manner for windmills and water facilities.
- Takes primary responsibility for the safety and actions of cowboys who are his/her direct reports, as well as ensures that all policies of King Ranch are obeyed and followed.
- Takes primary responsibility for range cattle body condition score and production of those cattle inventoried in his/her unit.

- Monitors and evaluates both cattle body condition score and range condition on an ongoing basis. Informs supervisor of any potential problems in this area so that pro-active steps can be taken and proposes corrective actions.
- Understands and abides by budgeting process and spending policies of King Ranch. Has working understanding of monthly financial statements.
- Understands all production parameters such as pregnancy %, weaning %, lbs. weaned per cow exposed, calf breakeven and cow cost, remnant percentage and other production parameters and their effects on their Units profitability.
- Oversees and implements horse care, vaccinations and treatment as assigned in the Horse care guidelines.
- Reports promptly any theft, inventory shortages, breach of security, environment or safety concerns (contractor activities, unauthorized persons on ranch, poaching/game violations, etc.), factors affecting moral or employee job satisfaction, or other issues which might affect King Ranches ranching operations. Gives supervisor adequate warning if there is the potential loss of an employee.
- Takes primary responsibility for immediately repairing any breach of fencing/gate integrity which might allow cattle to mix or go missing.
- Understands and abides by the King Ranch Grazing Management system, including willingness to maximize AUs on his/her unit as are feasible under current conditions. Understands and can explain the concept of fixed cost allocation and how it affects profitability based on actual animal units on his/her unit.
- Assist Wildlife or other Departments when requested through your Area Manager.
- Ability and willingness to conduct prescribed burns. Maintains Private Burn certification under Texas Department of Agriculture.

#### **What We Will Be Needing From You:**

- Prefer a minimum of a bachelor's degree in animal science or a comparable field of study.
- On the job experience which equates knowledge gained through formal education will also be considered in the evaluation of an individual's qualifications.
- Prefer prior cattle and/or ranch management experience.
- Communicates upper management decisions in a positive and professional manner.
- Must be pregnancy test certified.
- Must be horse trainer certified.
- Possess other skills as needed for position and/or as assigned by Area Manager.
- 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.
- Requires the ability to read, write, understand, and follow instructions in English and/or Spanish.
- Must be able to perform mathematical equations in the calculation and estimation of various position responsibilities.
- Must have working knowledge of cattle management and care.
- Required to lift, push, pull the equivalent of 50 + pounds on a regular basis.
- Must be able to handle, saddle, ride horses, often in difficult work situations without danger to self or others.
- Work out of doors much of the time with exposure to the elements including temperature fluctuation, rain, wind, and dust. Must be physically mobile enough to climb/jump fences/corrals and evade cattle when working them.
- Must be able to ride horseback during workday, and consecutive days if needed.
- Must be proficient in use of a personal computer and applications such as Microsoft Word and Excel.
- Must be able to safely operate equipment in the management of cattle and fence repair such as tractors, augers, cube buggies, forklifts, etc.

**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**

	VALUE1	VALUE2	VALUE3	VALUE4	VALUE5
VALUE	<b>TEAM PLAYER</b>	<b>OPEN, HONEST, AND CANDID</b>	<b>ACCOUNTABILITY AND INITIATIVE</b>	<b>WILLINGNESS TO LEARN</b>	<b>PROFESSIONALISM AND EXCELLENCE</b>
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	<b>RIDE FOR THE BRAND.</b>	<b>DON'T BE SHY.</b>	<b>TAKE CHARGE.</b>	<b>FEED CURIOSITY.</b>	<b>DO IT THE RIGHT WAY, EVERY DAY.</b>