

Ranch Manager – Cow/Calf Operation

Full-Time | Reed Point, Montana
\$85,000–\$100,000 DOE

Overview

Talent Solutions is assisting an established cow/calf operation in south-central Montana is hiring a **Ranch Manager** to step into a hands-on leadership role as part of a planned transition with the current manager.

This position is responsible for leading the operation while also being actively involved in the day-to-day work. You will work alongside the current manager during the transition period to learn the operation, then take full responsibility for running it moving forward.

This is not a sit-behind-a-desk management position. The right person will lead from the front, work alongside the crew, and stay engaged in the daily operations while setting the direction of the ranch.

If you take ownership, think ahead, and want the opportunity to run a high-quality operation while continuing to improve it. This is that opportunity!

The Operation

- ~800 head cow/calf operation
- ~15,000 acres of deeded and leased ground
- Strong investment in equipment, infrastructure, and cattle genetics
- Team of 3 full-time employees
- Direct communication with ownership
- Located near Reed Point, Montana

Key Responsibilities

Leadership & Operational Ownership

- Hold full responsibility for the performance and direction of the ranch
- Make day-to-day operational decisions with direct communication to ownership
- Plan and prioritize labor, feed, and resources to keep the operation running smoothly
- Stay actively involved in daily operations while leading the crew
- Manage operating expenses and coordinate major purchases with ownership
- Oversee logistics including cattle movement, supply coordination, and seasonal planning
- Take full leadership of the operation following the transition period

Cattle & Production Management

- Manage all aspects of a ~800 head cow/calf operation
- Oversee herd health protocols and daily cattle observation
- Run calving operations from preparation through completion
- Execute breeding programs including AI coordination and herd development
- Monitor cattle performance, inventory, and records through EID tags
- Direct pasture use, grazing strategy, and cattle flow
- Manage feeding programs and nutritional needs
- Coordinate marketing and sale timing of cattle
- Drive continuous improvement in herd quality and performance

Team Leadership

- Lead and manage a team of 4 full-time employees
- Train and develop crew members to improve overall capability
- Assign responsibilities and ensure work is completed to standard
- Set expectations and maintain accountability across the team
- Organize daily workflow and keep the crew aligned on priorities

Facilities, Equipment & Land

- Maintain all equipment, facilities, and infrastructure in working condition
- Oversee corrals, barns, fencing, water systems, and ranch improvements
- Keep shop and work areas organized and functional
- Manage maintenance schedules and coordinate repairs
- Oversee hay production, storage, and feeding execution
- Manage pasture condition and land use to support long-term productivity

Systems & Efficiency

- Maintain accurate and consistent use of cattle tracking software (701X)
- Keep records organized and up to date across the operation
- Identify inefficiencies and implement practical improvements
- Strengthen systems for tracking, communication, and reporting
- Support ownership with clear visibility into ranch performance

Qualifications

- Previous experience managing a cow/calf operation of similar scale
- Proven ability to lead and develop a team
- Strong communication skills and ability to work directly with ownership
- Hands-on operator who leads by example
- Ability to think ahead, solve problems, and make sound decisions independently

- Experience with cattle health, calving, feeding, and herd management
- Familiarity with AI programs and herd development preferred
- Comfortable using technology for record keeping and tracking
- Willingness to continuously learn and improve the operation
- High level of pride, accountability, and ownership in your work

Compensation & Benefits

- \$85,000–\$100,000+ DOE
- Performance-based bonus
- Housing provided
- Utilities included
- Paid Time Off
- Health insurance
- 401(k)
- Family-friendly environment
- Spouse employment opportunities available (on-ranch or flexible based on skillset)