

St. Brigid's Farm

Robert Fry & Judy Gifford
12246 Locust Grove Rd.
Kennedyville, MD 21645

410-652-5538 - cell

410-648-5753 - farm

rfry@stbrigidfarm.com

www.stbrigidfarm.com

Herdsperson Position

Full time herdsperson position is available on a grass based Jersey farm located on the Delmarva Peninsula. We would like for this position to be one of growth and opportunity. It should serve as a foundation for learning and for building additional future responsibilities.

Job Description:

The following activities are a flow of responsibilities as they occur throughout the year. The seasonal nature of St. Brigid's Farm's grass production, calving and breeding translates into many activities for the herdsperson that are also seasonal. This list is not meant to be exhaustive, but rather to serve as a baseline.

January:

During this month 80% of the milking herd is dry and all feed is from stored sources.

- Work cooperatively with the owners in the continuous care and observation of the herd.
- Maintain and administer vaccines in accordance with herd vaccination protocol.
- Keep up to date, accurate records on all observations and treatments.
- Prepare maternity pens and nursery pens for upcoming calving season.

-
-
-

February & March:

During these months 80% of the milking herd will calve. This is a critical time for setting the stage for a successful lactation. 100% of the herd is fed stored feed during these months.

- Work cooperatively with the owners in the continuous care and observation of the herd.
- Assist in vigilance of the maternity pens during peak calving periods.
- Deliver appropriate calf care including a clear understanding and implementation of protocols from birth to weaning.
- Assist during milking and training of new fresh cows to milking parlor.

-

April, May, June:

During these months most of the calves are weaned, grass is in full production, and breeding season begins.

- Continue calf care including weaned calf management and vaccinations.
- Work cooperatively with the owners setting up fencing and water systems for rotational grazing.
- Work cooperatively with the owners learning the concepts of effective grass utilization through rotation grazing.
- Implement the adult herd's vaccination protocol.
- Assist with the implementation of the breeding herd timed AI schedule.
- Milk relief shifts as needed.

July through December:

During these months the herd work and farm work will vary dependent on weather conditions, pasture rotation, and maintenance protocols. Examples of routine chores and tasks are shown below.

- Pasture mowing
- Irrigation management
- Drinking water tub set up
- Fencing
- Equipment service
- Repair & maintenance
- Manure spreading
- Re-seeding fall annual grasses
- Travel lane maintenance

Goals for Growth:

- Develop your ability to “read” animals. This takes a keen eye, a strong sense of cow behavior and a significant quantity of compassion, sensitivity, and patience.
- Develop knowledge and skills of good animal husbandry.
- Develop interpersonal and leadership skills to work professionally and effectively with co-workers. Promote a positive and respectful work environment that motivates yourself as well as those around you.
- Develop sound judgment, discretion, and trust of owners and fellow staff to function effectively as a member of the management team.
- Develop capacity to make sound independent decisions and to be responsible for the farm operation when owners are not present.
- Be open to receiving constructive criticism that will help to improve your job performance and opportunity for growth—and likewise be open with us when you see opportunity for improved management.

- Periodic review of personal and professional progress to support achievement of goals and a positive attitude.

Compensation Package:

Cash wage:

\$12.00 per hour. If you average 60 hours per week for 51 weeks, annual cash compensation would total ~\$36,720 before taxes (subject to actual number of hours worked).

Vacation Time:

We will provide one full week of paid vacation time per year. We ask that you please plan your vacation time with as much advance notice as possible to allow for scheduling. Additional time off may be taken (without pay) if schedules allow.

Health insurance:

You can enroll in an individual health insurance policy. A policy we utilize at St. Brigid’s Farm is a Blue Cross / Blue Shield plan managed by the Agri-Services Agency coupled with a Health Savings Account. Full details of this policy would be provided to you, but in summary, it is a traditional insurance plan with a \$5,000 annual deductible (you pay for all expenses up to \$5,000, then after that the insurance covers 100%) combined with a Health Savings Account.

The 2011 premium for this policy for a person < 30yrs of age is \$133 monthly, *without maternity rider*. If you wish to add a second person and/or maternity coverage to this policy you can do so at your own expense.

Employer Contribution:

We will contribute \$2,000 annually toward your health insurance costs. This figure is based on paying the individual premium for the Agri Service Agency’s HAS-5000, plus a \$400 contribution toward your personal Health Savings Account.

Compensation Package Summary

\$36,720	cash wages (estimated average of 60 hours per week at \$12.00 per hour)
2,000	health insurance employer contribution
720	paid vacation, one week based on rates above
\$39,440	total annual compensation (pending actual hours worked)

Alternatives

If you do not require health insurance coverage, we are willing to increase your cash wages by \$0.65/hour (approximately equivalent to the value of the employer contribution to your health insurance costs outlined above).

Initial Progress Review

After six months of successful employment and mutual satisfaction, we would plan to raise your cash wages by \$0.50 per hour, bringing you up to \$12.50 per hour. This would bring your total compensation package up to \$41,400 on an annual basis (pending actual hours worked).

Conclusion:

The position for herdsman at St. Brigid's Farm will require a flexible attitude toward a routine that will change everyday in an effort to suit the needs of the cows and grass as we move through the various seasons of the year and lactation/gestation cycle of the herd. Some days will be long and hard, some will be easy, many we trust will be rewarding.

Send résumé and references to:

St. Brigid's Farm

c/o Robert Fry & Judy Gifford
12246 Locust Grove Rd.
Kennedyville, MD 21645

rfry@stbrigidsfarm.com