

# Herdsman Description

Fairmont Farm Inc. East Montpelier, VT

## General Information

### Job Title: Herdsman

**Summary Description:** The Fairmont Farm herdsman will be responsible for the overall management of the East Montpelier milking and dry herd. This includes managing 900 (out of 1400 milking cows) through the most important time in their lactation, 80 dry cows and 100 close-up cows.

**Average Hours/Day: 10-12**

**Average Hours/Week: 60-72**

**Supervision of this position is performed by: Tucker Purchase**

**Supervises: 1 Assistant herdsman**

### Duties and Responsibilities:

#### Reproductive management

- Oversee and make changes (when necessary) to TAI protocols and heat detection
- Heat detection and tail paint cows
- Give TAI shots and FSH shots when needed
- Breed cows and heifers with help of Herd Manager
- Be an integral part of Genetics team (team decides who to flush, breed or use as recip and selects sires)

#### Herd Health

- Diagnose and treat fresh cows with assistant herdsman
- Observe all cows for distress and treat accordingly
- Input treatments and vaccinations into PC Dart
- Order medicines and supplies

#### Herd Management

- Run PC Dart lists, maintain and monitor PC Dart
- Work with hoof trimmer and make trim lists
- Move cows within the herd and to and from herds
- Dry off, move close-ups and vaccinate weekly
- Assist in calving barn when needed
- Communicate with other managers about overlapping duties/responsibilities (examples-genetics, breeding, vet checks, shot schedules, flush work, recip care, heifer care, Craftsbury herd)

#### General Office Work and Procurement

- Record keeping (herd health, production, quality), monthly inventories, ordering supplies (medicines, vaccines, and supplies)

-Maintain PC Dart, run lists, create lists, track performance.

-Discuss needs with sale and service representatives, personnel recruitment and train in consultation with Tucker.

**Goals**-Provide the best possible care for our cows through the most important time of their lactation (close-up, fresh and breeding). Specific goals that we believe are major contributors of profitability and our future success

-Maintain a cull rate of 30-34% while lowering our death rate to 3%

-Increase pregnancy rate to 28-30%

-Improve pounds of components shipped to over 6 lbs per cow

-Lower AFC to 22 months

### **Knowledge, Skills and Abilities Required**

The herdsman must understand the general operation of the entire dairy and must have knowledge of disease and injury treatment, knowledge in dairy nutrition, experience with computer programs such as Word, Excel, and PC Dart. They must be able to work with all types of people and communicate with a broad spectrum of people.

### **Qualifications**

Key characteristics that we look for include honesty, dependable, organized and accountable. The herdsman must be motivating and willing to lead team towards goals. He should be resourceful, creative and able to use common sense. They need to also enjoy working with and around registered Holsteins.

### **Compensation**

Compensation includes salary, housing, including heat and electric, insurance plan, retirement program and paid vacation.

As the herdsman at Fairmont Farm one must make cows their first priority, challenge themselves and their coworkers to continue to make improvements, be willing to take on any task and act in a manner that reflects well on Fairmont Farm. The list of duties above is what is required by the herdsman but isn't limited to those duties.

**Fairmont Fam Inc.**

**Tucker Purchase, Richard and Bonnie Hall, owners**

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