

March 2026

Second-in-Command - Welbatch Farm

About Us

At Welbatch Farm, our vision is simple:

"Care for the cows; care for the team; leave the farm in a better place."

We are a resilient, progressive and profitable dairy business where:

1. People and cows enjoy their days
2. We produce high-quality milk in the most cost-effective way
3. We continuously improve everything we do

Our culture is built around animal welfare, teamwork, pride in our farm, minimising waste, and constant improvement.

We are now seeking a capable and motivated individual to become second-in-command, working closely with Farm Owner, Sarah Howie, to help lead the day-to-day management of the farm.

About the farm

Welbatch Farm is 5 minutes south of Shrewsbury, Shropshire. We are an autumn-block calving farm milking 300 cows through a 40:80 swing-over parlour selling our milk to Muller on a TSDG aligned contract. Cows graze from February to October and are housed full time November to mid-February. We calve over an 11-week block from late August. All cows calve outside. R2s (bulling heifers) are out-wintered on deferred grass and bales. The cows have Sense Hub heat detection collars used for breeding.

The Role

This is a key management position supporting the farm owner in running a high-performing dairy unit. You will take responsibility for daily operations, herd performance and team coordination, ensuring that everything runs smoothly when Sarah is on farm and in her absence.

Feeding & Nutrition

- Daily feed and ration management for cows and youngstock (housed and grazing)
- Maintaining and updating ATL software on computer for parlour feeders and EIDs
- Grass allocation, grazing plans and grass-walking
- Paddock management and working with contractors re. slurry and fertiliser application
- Liaising with nutritionist to optimise housed rations with monthly meetings and ongoing support
- Involvement in planning maize establishment and grass reseed

Herd Health, Fertility & Youngstock

- Day to day herd health management including treating sick cows and calves
- Coordinating vet visits, scanning and pre-service checks
- Monitoring heifer growth rates
- Supporting routines in the calf shed
- Managing service on day to basis during 11 week AI from late November to end of January
- Working with the farm owner on bull selection
- Vaccination planning and accurate record keeping
- Milk recording coordination and analysis

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Team Leadership & Operations

- Acting as deputy manager and second-in-command to the farm owner
- Creating staff rotas and organising daily/weekly/monthly work plans
- Allocating tasks to the team and ensuring work is completed to a high standard
- Coordinating spot-spraying and paddock spraying with staff and contractors
- Ordering sundry materials, feed, medicines, completing stock checks
- Record keeping on Uniform-Agri and passport applications
- Quarterly Tesco scoring data submission
- Farm assurance coordination

Milking

- Participating in milking as part of the leadership team

Who We're Looking For

Someone who:

- Has rotational grazing experience
- Is ready for a second-in-command leadership role
- Takes pride in excellent cow care and welfare
- Works well with people and supports team culture
- Is proactive, organised and prepared to take responsibility
- Has an eye for detail and high farm standards
- Wants to grow their management skills and progress with the business

Experience in dairy herd management is preferred, but strong potential and the right attitude are equally important.

What We Offer

- Clear second-in-command role with leadership responsibility
- Supportive, positive working environment
- Training and professional development
- Opportunity to grow alongside the farm
- Competitive salary and accommodation
- 10 day working fortnight with regular time off

Apply

If you want to help lead a forward-thinking, welfare-driven and ambitious dairy farm, we'd love to hear from you. Please contact Sarah Howie 07967 398055 sarah@howiekentandco.com

Candidates must already have the permanent right to work in the UK. We are unable to accept applications from overseas.