

## DELIVERING BUSINESS SUCCESS THROUGH OUR PEOPLE



### Role Profile

<b>Job Title</b>	<b>Grower Fields Person</b>	<b>Evaluated Job Grade</b> Weekly / <b>Monthly</b> / Manager / Snr Manager / Director / Exec	
<b>Line Manager</b>	<b>BQP Grower Farms Manager</b>	<b>No of direct reports</b>	<b>0</b>
<b>Job Family / Department</b>	<b>Grower Team</b>	<b>Division</b>	<b>BQP</b>

#### Purpose / Added Value:

To continue to keep BQP at the forefront of high welfare pig production by encouraging continual improvement and investment with consideration for sustainable and efficient production. Building long standing relationships with our Partnership Farmers.

#### Key Accountabilities:

1. To develop relationships with contract farmers which facilitate the implementation of best husbandry practice, agreed welfare standards and efficient costs of production within the criteria outlined by the company.
2. To achieve high standards of pig husbandry and stockmanship by visiting farms under your control on a regular basis and to be responsible for assessing and taking appropriate action on:
  - a) Cleanliness of pigs, housing and surrounding farm areas.
  - b) Feed utilisation to ensure feed waste is avoided.
  - c) Ensuring stock numbers are managed
  - d) Pig health status on farm, including liaising with the Company's veterinary surgeons where necessary and informing the Grower Farms Manager when pigs are threatened or have disease. Also, to manage medicine stocks held on farm efficiently and be mindful of use by dates to minimise medicine wastage.
  - e) Pig housing, in-house temperatures and ventilation. Basic maintenance on dosing and water system.
  - f) The physical quality of feed and delivery arrangements.

- g) Site security to ensure adequate protection and security of Company stock.
  - h) Sick and casualty pigs carrying out animal welfare tasks and, where necessary, humanely destroy pigs.
  - i) The quality of piglets and weaners through to finished pigs, keeping the Grower Farms Manager informed.
  - j) Ensuring the farmer completes the necessary records for the company, assurance and legal requirements.
3. To be responsible, on an ongoing basis, for locating and assessing potential contract finishers in the territory allocated to you and to keep the Grower Farms Manager informed of your activity.
  4. To forecast and select pigs for slaughter ensuring that the weight of the animals are in accordance with weight range of the company's required specification.
  5. To ensure husbandry practices on farm comply with the spirit of the Animal Welfare Code and that farms adhere to the standards set down in accordance with all Quality Assurance Schemes recognised by BQP.
  6. To assist in the ordering of farms feed requirements giving the necessary notice.
  7. To assist in the arrangement of transport for weaners and finished pigs.
  8. To provide all necessary forecast reports and statistics as may be required by the Grower Farms Manager.
  9. At the request of the Grower Farms Manager to become involved in pig performance trial work.
  10. To play a key role within Operational Excellence to review and drive continuous improvement within the agricultural supply chain
  11. To utilise the company recording and monitoring systems to best effect efficient production. Ensure that all protocols and time targets set by the Growing Farms Manager are met with regard to the recording and monitoring system.

#### **Skills & Knowledge**

Practical experience and basic knowledge in pig production including animal welfare standards

Interpersonal skills. Ability to communicate confidently with others.

Able to build long term business relationships

Organised and able to multi-task

Commercially minded. Confident in the use of computer including Word, Excel and Outlook. Able to accurately record data. Health & Safety awareness

**Qualifications [Accredited]**

- Degree [desirable] or qualified by experience. Full drivers licence

# WHERE OUR PEOPLE REALLY MAKE A DIFFERENCE



Value	Definition	Behaviours/Attitudes
<b>Determination</b>	<ul style="list-style-type: none"> <li>Relentless, delivers superior results and honours commitments. Makes things happen, seeks alternatives to problems and engages people to achieve a common goal. Has a sense of urgency, an ownership attitude and never gives up.</li> </ul>	<ul style="list-style-type: none"> <li>Highly energetic, relentless, has the attitude of an owner, works hard, passionate, focused, hands-on, proactive, strong-willed, motivated, persistent and has a sense of urgency.</li> </ul>
<b>Simplicity</b>	<ul style="list-style-type: none"> <li>Makes things happen in a simple and practical way, hands-on, gets right to the point, simplifies and avoids bureaucracy.</li> </ul>	<ul style="list-style-type: none"> <li>Adopts a simple approach, uses logical reasoning and does not complicate things. Practical, agile, focused on what is important, objective and hands-on.</li> </ul>
<b>Availability</b>	<ul style="list-style-type: none"> <li>Receptive, open, available, ready every day and every hour and always prepared. Open to new ideas and to change, motivated to take on new challenges.</li> </ul>	<ul style="list-style-type: none"> <li>Flexible, receptive, accessible, cooperative, displays a servant attitude and always ready.</li> </ul>
<b>Humility</b>	<ul style="list-style-type: none"> <li>Listens, helpful, thoughtful, considers the opinions of others, recognises that no matter who did it – it is a team accomplishment. Not embarrassed to ask questions or say, “I don’t know.” Not arrogant or conceited. Acts with respect. Does not worry about status and does not think that they know everything. Prioritizes “we” over “I”.</li> </ul>	<ul style="list-style-type: none"> <li>Not arrogant, acts with respect, not self-righteous, prioritises the team over self, does not care about status, does not think that they know everything, always open to learn, modest, not vain and values the opinion of others.</li> </ul>
<b>Sincerity</b>	<ul style="list-style-type: none"> <li>Direct, sincere, truthful, transparent, always respectful, has a positive attitude, builds valuable relationships and welcomes people. True to themselves, expresses an opinion even when contrary to the views of others. Knows how to say no.</li> </ul>	<ul style="list-style-type: none"> <li>Communicates clearly, honest, sincere, direct, transparent and positive. Not afraid to express an opinion, respectful, knows how to say no, welcomes people, adds value, does not listen to or encourage gossip, speaks their mind and does not backstab. Not ashamed to say, “I don’t know”.</li> </ul>
<b>Discipline</b>	<ul style="list-style-type: none"> <li>Honours deals, punctual and fulfills commitments. Performs tasks in a disciplined manner. Focused, pragmatic, and optimizes time, activities and resources. Delivers results and does not create justifications or make excuses.</li> </ul>	<ul style="list-style-type: none"> <li>Detail-orientated, perfectionist, plans, prioritises, not superficial or shallow, seeks a deep understanding of things, gets things right and honours deals. Punctual, organized, focused, pragmatic, does not make up justifications or excuses and delivers results.</li> </ul>
<b>Ownership</b>	<ul style="list-style-type: none"> <li>Committed to results, has a deep understanding of the details and sees the big picture. Acts with determination, discipline and focuses on details. Hands-on, always seeks to be the best in what they do and never gives up. Always available and sets an example. Takes responsibility, does not accept when something does not work well and has a passion to improve what is not correct. Attentive to costs and details and engaged in the organization’s culture.</li> </ul>	<ul style="list-style-type: none"> <li>Highly energetic, committed and focused on details and results. Disciplined, creative, flexible, passionate about their work, and sees the big picture. Persistent, visionary, and passionate about improving what is not correct. Perfectionist, determined, hands-on and seeks to be the best in all that they do.</li> </ul>

## Our Vision, Strategy, Method and Values



Our foundation & our strength is in our values

