



LOT FEEDERS PTY LTD
GUARANTEED EXCELLENCE

Kerwee Feedlot

Information for the
Position of General
Manager - Feedlot
Operations

November, 2014



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Introduction

Kerwee Lot Feeders Pty Ltd (Kerwee) is an integrated family business involved in breeding, backgrounding, lot feeding, processing and marketing of high quality beef.

Kerwee is responsible for all on-farm operations of the business, whereas Kerwee's subsidiary company, Stockyard Beef is responsible for all off-farm operations.

The Group is governed by a Board of Directors offering a balance of skills and experience; executive and non-executive positions; and family and non-family positions.

Kerwee was established in 1958 and has a significant and successful history in the Beef Industry, particularly in the Grain-fed sector.

The role of General Manager of Feedlot Operations has become vacant. The incumbent, Brad Robinson and his wife have been offered a great opportunity of managing a major beef supply chain overseas and will be leaving Kerwee at Christmas. We are seeking to fill this position as soon as possible.

Job Description

POSITION: General Manager Feedlot Operations

REPORTS TO: Managing Director

OBJECTIVE:

- Ensure the effective operation of Kerwee Feedlot
- Ensure compliance with all statutory requirements.
- Ensure that efficient and effective management practices are designed and maintained.

RESPONSIBILITIES:

- Manage current Kerwee Group assets
- Ensure compliance with the following regulatory authorities and organisations:
 - Queensland Department of Primary Industries
 - Toowoomba Regional Council
 - Queensland Environment Protection Agency
 - National Environment Protection Council
 - National Pollution Inventory
 - National Agricultural Commodities Marketing Association
 - Ausmeat Ltd
 - MLA Livestock Production Assurance
 - Meat Standards Australia
 - Australian Quarantine Inspection Service
 - Biological Farmers of Australia

- Workers Compensation
 - Kerwee Lot Feeders Collective Agreement
- Management of the land and feedlot.
- Work closely with the Kerwee Group Management Team which currently consists of the CEO, General Manager of Feedlot Operations, General Manager of Marketing and the Financial Controller.
- Domestic and export customer relations (in conjunction with Stockyard)
 - Attend and entertain visitors and Kerwee/Stockyard clients from time to time.
- Develop budgets and financial plans for operational and capital expenditure.
- Effectively manage commodities and risk.
- Liaise with commodity producers and supplier companies on specifications and encourage direct sales.
- Monitor company Quality Assurance procedures for accreditation with the following schemes or systems:
 - National Feedlot Accreditation Scheme,
 - Livestock Production Assurance (LPA),
 - Bovine Johne's Disease,
 - Meat Standards Australia,
 - European Union,
 - European Union Grain-fed High Quality Beef
 - Natural Beef,
 - Certified Australian Angus Beef (CAAB), and
 - Biological Farmers of Australia
- Analyse capital expenditure requirements and proposals
- Co-ordinate staff and resources.
- Provide strategies for business expansion
- Plan purchases and sales of livestock
- Co-ordinate livestock deliveries and plan arrivals
- Liaise with livestock commission buyers, livestock co-ordinator and set targets
- Liaise with livestock producers on specifications and encourage direct sales.
- Manage the Wagyu Breeding and backgrounding program
- Promote and manage custom and share feeding business and the associated relationships.
- Analyse cattle performance data.
- Communicate livestock feedback data with staff, clients, customers and cattle suppliers
- Liaise with processors with regard to cattle sales and supply.
- Co-ordinate livestock sales, both grain and grass finished.
- Co-ordinate broad acre cropping and pasture improvement on the property.
- Ensure that all aspects of staff relations are effectively managed including
 - daily feedlot operations
 - training, including multi-skilling
 - safe workplace practices
- Support related group activities and contribute positively to finding solutions when group needs temporarily exceed resource capacity
- Ensure the local community is well informed in relation to issues that may arise. Develop proactive strategies that address these issues as they arise.
- Management of the
 - Quality Assurance System
 - Strategic Plan,
 - Complaints Management System,
 - Environmental Management Plan,

- Risk Management Plan,
- Crisis Management Plan,
- Work Place Health and Safety System,
- and other associated activities to ensure continuous improvement of the business and also continuity of operation.
- Workers compensation
 - ensure following an incident of an accident, all forms are completed and filed with the relevant insurance company, and that a copy of all claims, reports and incidents are filed as soon as practical in the individual employee record
 - file correspondence on worker's compensation claims in individual employee record
 - plan and co-ordinate staff rehabilitation as required following a return to work

COMMUNICATION:

- Communicate well with all staff and customers to ensure daily and weekly schedules are planned and completed effectively.

Remuneration

Kerwee will offer an attractive remuneration package to attract a high calibre candidate.

Background and History of Kerwee Feedlot

The original Kerwee Feedlot was first built in 1965 by Robin Hart AM and has remained in family ownership and management by the Hart family since that time. Kerwee Feedlot remains the longest feedlot operation under the same ownership in Australia today.

Kerwee Feedlot has undergone significant change and upgrading over that time but mostly in the last 15 years. Today, Kerwee Feedlot is a well designed, built and managed operation that has claimed numerous awards, the most recent being 2010 Feedlot of the Year Award.

The Kerwee feedlot as an important step in producing the highly awarded Stockyard Beef. The Stockyard Brand has established a reputation for high quality grain-fed beef in various export markets throughout world.

Kerwee Feedlot

“Kerwee Feedlot” is a well-positioned, first class operation with a fully licensed and developed capacity of 11,100 Standard Cattle Units (SCU).

To complement and maintain the integrity of the feedlot operation, the feedlot is surrounded by 1,265 hectares of land designated to backgrounding cattle before feedlot entry. It also provides a suitable buffer zone separating the feedlot from adjoining properties and townships.



Location and Access

“Kerwee Feedlot” is located approximately 7 kilometres south-west from Jondaryan, approximately 15 kilometres from Oakey, 50 kilometres from Toowoomba and approximately 180 kilometres west of Brisbane.

A primary school is located at Jondaryan and high schools are located in Oakey. A number of reputable private schools are located in nearby Dalby or Toowoomba. Essential services including supermarkets, medical support services and community/sporting clubs can also be found in these centres.

The area is particularly well located in regard to ready access to grain, roughage, abattoirs, transport and feeder cattle.

GM's Residence

A modern and fully air-conditioned residence was built for the General Manager in 2012. This 3bedroom + study residence with an attached "granny flat" is situated onsite. There are an additional 3 residences onsite accommodating essential staff.

Feedlot Office

The office has been recently refurbished into an open plan office, Board room, large kitchen and staff lunch room.



Employees

Currently, Kerwee employs 20 staff offering strong capabilities in various areas of the business including, livestock production and handling, mill operations and bunk management, commodity management, engineering and maintenance, by-product management, farming and pasture management.

These functions are led by a small leadership team consisting of 4 people responsible for their own sector.

Head office support

In addition to the above, this role is well supported by the Management Team consisting of the CEO, the General Manager of Marketing and the Financial Controller.

Current Accreditations:

- National Feedlot Accreditation Scheme (NFAS No.247)
- Livestock Production Assurance (LPA)
- Meat Standards Australia (MSA)
- European Union (EU)
- European Union Grain Fed High Quality Beef (EU GF HQB)
- Certified Australian Angus Beef (CAAB)
- Natural Beef Program (Ausmeat)
- Australian Certified Organic (ACO) - Grazing (377 hectares)
- Biological Farmers Association (BFA) - By-product composting
- BJD Approved Feedlot (QDPI)

Awards

- 2010 Australian Feedlot of the Year (3,000 – 10,000 SCU capacity)
- 2008 Australian Feedlot of the Year (3,000 – 10,000 SCU capacity)
- 2008 Australian Feedlot of the Year – Environmental Responsibility Award (>3,000 SCU)
- 1998 Australian Feedlot of the Year (<7000 SCU capacity)
- 1997 Australian Feedlot of the Year (< 7000 SCU capacity)
- 2014 – Wagyu Branded Beef Competition – Gold Medal – Wagyu Fullblood 100% Class
- 2014 – Wagyu Branded Beef Competition – Gold Medal – Crossbred Wagyu Class
- 2014 - Royal Melbourne Fine Food Show – Champion Large Branded Beef
- 2014 - Royal Melbourne Fine Food Show – Gold Medal – Class 3 Wagyu Beef
- 2014 - Royal Melbourne Fine Food Show – Bronze Medal – Class 1 MSA Grain fed Beef
- 2014 - Royal Sydney Fine Food Show – Silver Medal – Grain-fed Beef Class
- 2014 - Royal Sydney Fine Food Show – Silver Medal – Wagyu Beef Class
- 2014 Royal Queensland Food & Wine Show - Silver Medal - Wagyu Class Ausmeat Marble Score 6+ MSA and Non-MSA Beef
- 2013 Royal Melbourne Fine Food Show – Bronze Medal – Class 3 Wagyu Beef
- 2013 Royal Brisbane Food and Wine Show – Silver Medal - Class 1 Lend Lease Grain Fed MSA Graded Branded Beef
- 2013 Royal Brisbane Food and Wine Show – Silver Medal - Class 4 Wagyu Class – AUSMEAT Marble Score 6+ Branded Beef
- 2012 Australian Wagyu Association – Gold Medal - Bovine Dynamics Wagyu Crossbred Class
- 2012 Sydney Royal Fine Food Show - Gold Medal – Class 2 Grain Fed Branded Beef

- 2012 Sydney Royal Fine Food Show - Gold Medal – Class 5 Wagyu/Other Breeds – Shabu Shabu.
- 2012 Royal Brisbane Food & Wine Show - Gold Medal Lend Lease Grain-fed MSA
- 2012 Royal Brisbane Food & Wine Show - Bronze Medal - Australian Wagyu Association – Ausmeat Marble Score 6+ - MSA and Non MSA Beef
- 2011 Sydney Royal Fine Food Show – Champion Grain Fed Beef
- 2011 Sydney Royal Fine Food Show - Gold Medal – Grain Fed Branded Beef
- 2010 Sydney Royal Fine Food Show - Gold Medal - Grain Fed Branded Beef
- 2010 Sydney Royal Fine Food Show - Winner Champion Grain Fed Beef
- 2011 Royal Brisbane Food & Wine Show - Gold Medal Class 1 MSA Grain Fed
- 2010 Royal Brisbane Food & Wine Show - Gold Medal Class 1 MSA Grain Fed
- 2010 Royal Brisbane Food & Wine Show - Gold Medal Class 3 Wagyu
- 2010 Royal Brisbane Food & Wine Show - Trophy Best Branded Beef
- 2009 Sydney Royal Fine Food Show - Bronze Medal - Grain Fed Branded Beef
- 2008 Royal Brisbane Food & Wine Show - Gold Medal (Beef)
- 2008 Sydney Royal Fine Food Show - Gold Medal (Beef)
- 2008 Sydney Royal Fine Food Show - Silver Grain Fed Branded Beef
- 2008 Sydney Royal Fine Food Show - Bronze Open Class
- 2008 Sydney Royal Fine Food Show - Award for Excellence
- 2007 Sydney Royal Fine Food Show - Gold Open Class



Please submit your application to:

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Managing Director

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Applications close – 30th November, 2014