

# POSITION DESCRIPTION

## OPERATIONS MANAGER – BENDEMERE PASTORAL COMPANY

Bendemere Pastoral Company is seeking to appoint an Operations Manager to lead and direct property operations, maximising profitability, and taking responsibility for the human resources, livestock, assets and operations in accordance with Bendemere Pastoral Company goals.

The Operations Manager has a widespread duty of care for all assets of the company, including property, crops, stock, improvements, and machinery. This duty extends to the maintenance of business policy and to all staff employed by the business.

The Operations Manager is responsible for leading the development of the annual business operating plan and its execution. The Operations Manager is also expected to lead progressive improvement in the operational systems to improve productivity and to encourage a safer working environment, as well as ensuring that high standards are maintained in all areas of the operation.

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### Position Details

Position Title:	Operations Manager Bendemere Pastoral Company
Position Number:	1001
Location:	Yuleba, Queensland 4427
Employment Package:	Salary + superannuation + accommodation
Work Location:	Bendemere Pastoral Company, Yuleba, Queensland
Employment Type:	Full Time
Tenure:	Ongoing (after a six month probationary period)
Further Information:	John O’Kane
Phone:	Mob 0417 613 632
Position Reports To:	Management Board, Bendemere Pastoral Company

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### About Bendemere Pastoral Company

Bendemere is a highly productive 30,000 acre mixed farming & grazing property in the Maranoa district. Core grain cropping activities are dryland wheat, barley, chickpeas and sorghum. Extensive forage oats and sorghum cropping is undertaken to finish EU accredited beef cattle.

Bendemere runs approximately 2,000 head of cattle. The enterprise is a fattening operation, with store cattle being regularly purchased in local markets, AuctionsPlus and various direct arrangements, with long-standing relationships to deliver finished cattle direct to processors.

### Job Description

We are seeking a passionate, hands-on individual who would thrive on the opportunity to develop and implement new and innovative business practices to increase productivity within a tight cost-controlled environment. Previous managerial experience reporting to a management board, and the ability to lead a diverse work group would be extremely beneficial.

You will be primarily responsible for providing leadership and inspiration to your operational team, with regular reporting and accountability to the Board. It is an expectation that you will strive for continuous improvement and operational excellence by challenging existing operation systems, processes and policies.

PD. Operations Manager – Bendemere Pastoral Company

ABN: 36 896 165 384

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This role provides an opportunity for you to add value to a renowned farm business and promote Bendemere Pastoral Company's reputation for a superior and sustainable product. Your efforts will be rewarded with a competitive salary package, guidance, professional development opportunities and ultimately the chance to be part of a leading organisation.

## Key Accountabilities

1. Manage a small team to deliver on business objectives.
2. Manage the day-to-day business operations.
3. Develop profitable, productive and sustainable large-scale farming systems to improve product quality and efficiency in crop and cattle management.
4. Initiate and maintain effective working relationships with key stakeholders such as the Bendemere Management Team and along the agribusiness value chain.

## Key Selection Criteria

1. Leadership: ability to lead, manage and motivate others to deliver business objectives in a timely manner. Demonstrated experience leading staff both permanent and contract/seasonal staff.
2. Communication: high level communication skills, ability to present and influence outcomes and prepare high level reports, briefs and recommendations.
3. Relationships: ability to develop effective working relationships and work with a wide range of stakeholders at senior levels in the private and public sectors.
4. Workplace: Demonstrated hands-on experience in operating and maintaining high-tech broadacre farming equipment, as well as experience in beef cattle handling and sound mechanical knowledge.
5. Problem solving skills: initiative and flexibility combined with ability to work effectively in a team environment and to contribute to the organisation at broader level.

## Desired Experience / Qualifications

- A tertiary qualification in farm management or other relevant field is an advantage.
- Experience in driving business improvement and cultural change in agricultural environments.
- Experience in using financial management approaches to lead agricultural businesses.

## Other Relevant Information

### Employment Eligibility

- Applicants must be an Australian Citizen, Permanent Resident or hold a valid work permit or visa
- Applicants must hold an Australian drivers licence with Heavy vehicle experience preferable
- Applicants should hold a current Chemical Handling Certificate and preferably hold a current gun licence

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Successful candidates will be required to comply with the 100 point Proof of Identity Check prior to commencing employment with Bendemere Pastoral Company. Appointment will be subject to satisfactory police and credit checks.

## Health and Safety Requirements

The occupational health and safety requirements of this position include, but are not limited to activities involving:

- Driving and operating all machinery & equipment.
- Working with Livestock
- The safety of your team and family members.

## Zero harm Culture

Bendemere Pastoral Company is committed to fostering a workplace that eliminates or manages hazards that have the ability to cause incident, injury or illness to our people, communities, assets and clients by becoming industry leaders in health and safety performance. Bendemere Pastoral Company is committed to achieving a zero harm culture.

## Privacy Notification

Bendemere Pastoral Company affirms that the collection and handling of applications and personal information will be consistent with the requirements of the *Privacy and Data Protection Act [2014]*.

## What we offer you

Working with Bendemere Pastoral Company enables you to be part of high performing innovative team within a family business environment. Some of the benefits that we offer you include:

### Health and Wellbeing

We recognise that our people are critical to our ability to deliver business outcomes, and we understand that a holistic approach is required in engaging, satisfying and retaining our people.

### Learning and Development

We want you to grow, develop and learn with us. Bendemere Pastoral Company supports relevant study via negotiated financial assistance and leave provisions for approved courses. Our Performance and Development Plan aims to support and encourage employees in achieving work and career objectives through clearly defined roles, development opportunities and performance targets.

### Balancing Work and Life

Your position is one of a full time salaried staff member. Your hours of work are those required to perform your responsibilities and duties. However, we understand that work/life balance is an important part of our employees' lives. We maintain a flexible approach to help you to achieve this balance.

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