

Feed Yard General Manager – Hereford, TX 35,000 hd

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Summary:

Manage and lead all activities involved at an assigned feedlot in order to meet personnel, productivity and profitability objectives. This includes administrative, cattle, mill, feeding, animal health, maintenance and commodities.

Essential Duties and Responsibilities:

- Develop, monitor, and is accountable to, the feedlot operating and capital expense budgets.
- Manage, develop and lead staff.
- Promote a safe and healthy work environment.
- Communicate with the EVP Cattle on current and future capital expenditures.
- Work with other managers in the development and/or improvement of future and existing feedlot operations and procedures.
- Ensure that required records and reporting are developed and maintained to comply with environmental, safety, and regulatory issues.
- Ensure that yard activities are carried out in an efficient manner through personal observations and meetings (formal/informal) with appropriate management and line employees.
- Ensure that supervisors and consultants are directed toward performance goals.
- Oversee the marketing of fed cattle.
- Work with Cattle Procurement to achieve goals.
- Represent Green Plains Cattle Company at community and national events.
- Participate and/or head up company wide feedyard planning projects.
- Responsible for preparing information and selling resale cattle.
- Act as backup for any of the department managers and/or line workers.
- Maintain rapport with outside vendors.
- Evaluate personnel for job performance and bonuses.
- Ensure compliance with all ISO/HACCP and OSHA/Safety procedures, rules, and regulations.
- Other duties may be assigned.

Qualifications:

- College Degree or 5+ years industry experience and a complete knowledge of the cattle feeding industry.
- Previous supervisory or management experience.
- A good understanding of OSHA/HACCP guidelines is required as well as an understanding of a cattle accounting system.
- Excellent communication and leadership skills are required.
- Strong MS Office experience and proficiency with developing and using spreadsheets and/or databases.
- Bi-lingual (English/Spanish) skills are a plus.

Benefits:

- Competitive Pay with Bonus Opportunity
- Medical, Dental, and Vision Start on Day 1, 401k with Immediate Matching
- Company pays for over 80% of insurance costs
- 17 vacation days a year plus company holidays

Personal Competencies:

- Display consistent skills, behaviors, and attitudes congruent with the values and strategies of Green Plains Cattle Company; model high performing level of motivation, performance and personal integrity that others strive to emulate; match actions and words.
- Understand the organization, strategic objectives, structure; work effectively within the organization to achieve results.
- Know customers in the market territory; keep up to date on key competitors; understand and respond to the needs and expectations of relevant customer segments; establish effective working relationships with customers to gain respect and loyalty; identify opportunities presented by changes and shifts in the marketplace.
- Understand the financial implications of various actions; make effective use of various sources of financial information (e.g., operating reports, spreadsheets, etc.) establish and meet realistic budget goals based on sound cost analysis; take continuous action to control costs while maintaining high quality performance.
- Meet or exceed technical/functional expectations.
- Provide consistent, clear work direction relative to current priorities; delegate and assign work based on employee skill, experience and development needs; monitor work progress against goals; manage conflicting requirements; remove obstacles; instill a sense of urgency relative to task.
- Communicate in an open, straight forward, honest and respectful style; check for message clarity; understand the effect the communication style has on others, including nonverbal communications; plan for and adapt to the wide variety of communication preferences and needs of others.
- Keep personal feelings in check; remain impartial; gather relevant data before taking action.
- Deal with others in an honest, ethical and fair manner; act in ways that are consistent with beliefs; openly address conflicts when they arise; provide clear and appropriate reasons for decisions.

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is occasionally exposed to airborne particles. The noise level in the work environment is usually quiet.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to sit; use hands to finger, handle, or feel; talk or hear. The employee is occasionally required to stand, walk, and reach with hands and arms.

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Other duties may be assigned.