

Winch's Pine Grove Farms, LP
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Herdsperson

Summary:

Modern robotic midsized dairy with family values seeks an assistant herdsperson. The right person will be able to breed cows, detect heats, recognize and treat sick cattle, assist with calving, care for calves, and make decisions based on cow records. Must be willing to learn maintenance and care of robotic milking system. Farm is located in SW Wisconsin.

Qualifications:

- Fresh cow care
- Calf care
 - Processing new calves
 - Automatic feeder maintenance and care
 - Feeding
 - Vaccinating
 - Treatment of sick calves
 - Assist with herd check every other Thursday
- Breed cows
- Scrape manure
- Feed heifers at different farms
- Assist with vaccinating and working cattle
- Scrape freestalls, cross overs, and holding pens
- Clean waterers
- Be able to use herd management software. We have DelPro, Cow Manager, and Dairy Comp.
- Work every other weekend where you will be on call for robot alarms
- Basic robot care and maintenance
- Treatment of sick animals
- Other duties as asked
- Must be able to lift at least 50 lbs and drive machinery.

Work Relationships:

You will report to the owner and manager of the farm. You will work with part-time employees.

Duties:**Calf and Heifer Care:**

- Feed colostrum to newborn calves within four hours of birth.
- Feed individual and groups of calves the correct quantity and type of feeds.
- Follow colostrum handling and storage procedures to maintain quality.
- Follow farm weaning procedures.
- Use of an esophageal feeder.
- Identify signs of common diseases in calves (scours, respiratory problems, dehydration).
- Identify significant changes in feed intake from day to day.
- Administer treatments to sick calves and heifers.
- Administer vaccinations and parasite control.
- Dehorn calves using paste when they are less than 24 hours old.
- Keep health records.
- Should handle calves in a calm, professional manner.

Reproduction Tasks:

- Record cow identification and heat sign(s) displayed.
- Identify primary and secondary signs of cows in heat.
- Apply and interpret heat detection aids (tail chalk, Kamar).
- Record important breeding information.
- Evaluate reproductive records.
- Recognize obvious reproductive disorders.
- Administer hormones for reproductive (Ov-synch) programs.
- Assist in herd checks.
- Prepare frozen semen for insemination.
- Breed/inseminate cows.
- Handle and store semen.

Feeding Tasks:

- Maintain a clean feedbunk.
- Weigh feed refusals.
- Examine feed for contamination (mold, spoilage, unusual ingredients).
- Inspect waterers for cleanliness and proper function.
- Take representative forage samples.
- Check water sources (troughs, cups) to ensure adequate supply and cleanliness.
- Evaluate forage quality by sight and smell.
- Monitor feed inventory.

Milking Tasks:

- Behave in a calm manner that minimizes stress on cows.
- Practice good milking hygiene (clean teats, milking units, and hands).
- Robot maintenance and daily care.
- Identify an inflamed (hot/swollen) udder.
- Change inflations/airtubes.
- Recognize when equipment is malfunctioning.
- Follow equipment cleaning procedures.
- Safely use cleaning chemicals.
- Identify abnormal milk.
- Use milk tests (such as Delvo) to check milk for antibiotics.
- Access and enter information in record systems (computer or paper).
- Administer dry cow treatments.
- Clip or flame udders to remove hair.
- Identify edema in cows after freshening.

Animal Health:

- Read and follow directions on drug and vaccine labels.
- Administer injections to cows.
- Administer oral treatments (drench, bolus).
- Provide assistance to animals in labor.
- Safely restrain (lock up) a cow.
- Administer IV (intravenous) treatments such as calcium, fluids, etc.
- Visually observe changes in individual animal health status.
- Identify an abnormal (sick) cow in a group of normal cows.
- Recognize when a cow is in the beginning stages of labor.
- Decide in a timely manner when to contact a veterinarian or other assistance.
- Conduct a basic health examination (check temperature, listen to heart/lungs, check for DA/twisted stomach).
 - Revive a newborn calf.
 - Collect urine samples to measure pH, ketones, etc.

Barn Environment Tasks:

- Clean barns and other facilities as appropriate (stalls, alleys, parlor, storage, feed areas, etc.).
- Check gates and doors to ensure they properly latch.
- Maintain bedding/resting areas.
- Recognize ventilation problems and adjust ventilation systems as necessary.
- Understand manure removal equipment and be able to repair minor equipment problems.

Responsibility: Basic Work Skills

- Interact with animals calmly and without unnecessary disturbance.
- Follow accepted safety practices when working with animals.
- Practice self management (is on-time, works at a reasonable pace, maintains internal motivation).
- Communicate work-related information with appropriate farm personnel.
- Recognize the difference between work that is well done and work that is poorly done.
- Work as a team member to solve problems and improve work processes.
- Make basic work-related decisions.
- Calculate basic arithmetic functions.
- Read with understanding.
- Identify opportunities for improving work processes.
- Resolve conflicts with other farm personnel.
- Understand dairy farming is a 365 day/year job.

Compensation and Benefits:

- Starting wage will be discussed and depend on experience. Pay will be a hourly wage with the potential for a raise after 2 months.
- 1 week vacation and every other weekend off.
- You will get one afternoon off every other week.
- There will be a payment towards health insurance. Amount to be determined.
- We will pay for you to attend one continuing education event a year.

Work Schedule:

Daily work schedule will depend on what needs to be done that day. During crop harvest there will be long days. You will be required to work every other weekend. A typical day starts around 7 a.m. and ends around 6 p.m. You will be allowed a couple hours off over the lunch hour depending on the season.