



# Small Ruminant Assistant

TomKat Ranch is an educational ranch located an hour from San Francisco and Santa Cruz, CA.

## POSITION PURPOSE

- Part of a team to develop and implement a small ruminant program, currently ~100 goats.
- Develop and build your technical and management skills in regenerative agriculture.

## DISTINGUISHING CHARACTERISTICS

- Humility, open mindedness
- Desire to learn and grow
- Strong work ethic
- Good sense of humor
- Appreciate hard work in tough outdoor environments
- Ability to problem solve
- Ability to work independently or in a team
- Interest in learning concepts, operations, activities, programs, goals of TomKat Ranch

## JOB RELATED AND ESSENTIAL QUALIFICATIONS

### Overview:

Ability to perform ranch-related duties including: 10+hour days (as needed) in winter and summer outdoor conditions; considerable amount of physical effort to fence daily in and around **poison oak**, hike on steep terrain, stoop, crouch, climb, and lift in performance of assigned duties; ability to work around animals, farm tools, electric and barb wire fences and equipment in a safe manner; subject to outdoor working conditions including exposure to dust, noise, heat, cold, brush, ticks; ability to recognize and work safely around hazards associated with ranching, ability to travel to different sites and locations.

### Duties described below are examples and not meant to be an exhaustive or all-inclusive list:

- ❖ Basic small ruminant stockmanship: herding, and handling
- ❖ Daily fencing, monitoring, and care
- ❖ ATV use - steep terrain
- ❖ Grazing planning, execution and monitoring
- ❖ Data collection and management
- ❖ Collaborate with cattle team
- ❖ Daily care - vet and kidding
- ❖ Work and care for livestock guard dogs
- ❖ Good communication skills
- ❖ Grazing in or around Prescribed burns on ranch

**Opportunity to participate in the following, depending on skills and workload:**

- ❖ Assist in management of cattle and other livestock including herding in pastures and corrals; vaccinations and treatments; loading and hauling; feeding; building fences for cattle and grassland management.
- ❖ Assist with planned grazing program including developing skills to create and adjust grazing plans, collecting and analyzing monitoring data, and managing health of pastures, soils, and animals.
- ❖ Assist with general ranch management; building and maintaining water systems, fencing, infrastructure; operating and maintaining ATVs, tractors, equipment, facilities, landscape, road maintenance.
- ❖ Participate in ranch's education and outreach programs that introduce visitors to concepts, operations, and activities.
- ❖ Attend conferences, classes and/or visits to other ranches to expand knowledge of related subjects in regenerative agriculture.
- ❖ Work in gardens with soil, weeding, planting, harvesting.

**Basic Skills:**

- Experience with livestock - especially ruminants
- Basics of holistic management concepts and regenerative agriculture, livestock care
- Interest in open range herding
- Interest in grazing planning, executing and monitoring, planning, research, ecology
- Knowledge or willingness to practice low stress livestock handling
- Willing to be involved in Vet and Kidding responsibilities
- Comfortable working with Livestock Guard Dogs and Herding Dogs
- Intermediate ATV rider familiar with steep terrain or willing to learn
- Able or willing to operate farm tools, equipment, vehicles, computers

**Preferred Skills:**

- Small ruminant husbandry skills
- Knowledge of basics holistic management concepts and regenerative agriculture
- and corral experience with livestock
- Grazing planning
- Experience with electric fence
- Ability to load and haul livestock with gooseneck trailers

**Essential Attributes:**

- Maintain high standards of efficient, ethical, and professional operation for the well being of the Ranch's staff, facilities, land, animals, and resources
- Establish and maintain positive, cooperative, effective relationships with high energy team
- Communicate effectively both orally and in writing to colleagues and visitors
- Possess a Class C California Driver's License in good standing

## DETAILS OF EMPLOYMENT

Report to Ranch Manager or his/her delegate.

Work 6 days, 50-60 hours/week, may be asked to work some evenings.

One full day off per week, one full weekend off per month.

**Compensation and Benefits:**

- ❖ Hourly wage commensurate with experience and education. Starting: \$22/hour, may increase after 90 day probation period to \$24/hour
- ❖ Personal stock dogs welcome, once vetted compensation package available
- ❖ Education, classes, and training
- ❖ On-site housing (studio apartment), partner welcome
- ❖ Insurance - health, dental, vision, life
- ❖ Up to 4 weeks paid vacation depending on hours worked
- ❖ Paid holidays
- ❖ Paid sick days - 1 hour/30 hrs worked
- ❖ Simple IRA with 3% match from employer
- ❖ Cell phone reimbursement
- ❖ \$100/month self care stipend
- ❖ Discounted meat for employees
- ❖ Potential for multi-year contract

If interested, please send Cover Letter and Resume to [mark@tomkatranch.org](mailto:mark@tomkatranch.org)