



23856 Road 265 North
Havre, Montana 59501
406-394-2469

TRAINEE GRAZING MANAGER

We are looking for a highly motivated individual to grow into a leadership position at our farm.

Vilicus Farms is a 12,508 acre USDA certified organic dryland crop farm with a focus on sustainability and land stewardship. We grow over 20 species of grains, pulses, and cover crops in a 5-7 year rotation. We design our crop plan with integrated grazing to optimize soil health and resilience to the harsh climate conditions here in rural North Central Montana.

We are looking for a high-potential **Trainee Grazing Manager** to join our team. This is a trainee position with long term growth opportunities. First year candidates will work as a member of the farm team assisting with grazing operations including electric and hard wire fencing, water transport, low-stress livestock handling and transport, and animal care. Our grazing system consists of seasonal custom grazing; taking on herds of yearlings or pairs owned by neighboring operations and providing full management for a fee. We typically graze from June to November. The position will also operate a variety of tractors and trucks over the farming season, they will also work closely with the Crop Operations Manager and farm foreman to understand the intricacies of our farming and grazing practice. After 1-2 years candidates will be expected to transition to an Assistant Manager role or become an Enterprise Manager within the farm. We have a small, close knit team and are looking for someone who shares our community mindset and commitment to stewardship.

Assistant Manager Responsibilities:

- Maintain regular communication with the Foreman and Crop Operations Manager;
- Work with Crop Operations Manager to implement appropriate grazing integration strategy
- Analyze soil, forage and climate conditions and make informed decisions during different phases of the grazing season;

- Operate tractors and trucks as part of farming and grazing operations throughout the year;
- Build and maintain electric fences and livestock water systems in an intensive rotational approach.
- Scout the progress and determine viability of forage crops throughout the grazing season;
- Evaluate cattle condition and manage herd size and movements to maintain health;
- Provide training and direction to other members of the farm team
- Participate in weekly leadership meetings, team meetings, and semi-monthly strategic meetings.

Qualifications:

- Shares our core values of sustainability, land stewardship, community
- Independent thinker and problem solver
- At least 2 years experience working in agriculture, preferably cattle grazing in an arid landscape with an emphasis on rotational grazing and/or holistic planned grazing management
- Aspiration to build a career in agriculture
- Bachelor's degree or equivalent life experience
- Can lift more than 50 lbs on a regular basis and stand or sit for long periods
- Can operate a manual transmission or stick shift vehicle

Starting pay based on experience. Guaranteed pay increase upon transition to manager role based on performance. Flexible compensation package can include housing, utilities, cell phone reimbursement, organic produce, and farm products. Vilicus Farms has an Employee Education Assistance Program. Employees who have a permanent full time status and have had a minimum of one year of service are eligible for reimbursement of up to \$2500 per year for qualified education expenses. Paid leave vacation and sick leave is included. Schedule is variable and based upon the farming season.

Enterprise Management Opportunity:

As an alternative path to becoming a manager with Vilicus Farms, we are eager to provide symbiotic entrepreneurial opportunities to motivated employees. As an example Vilicus Farms has a resource sharing agreement with P/N Custom Grazing, an independent sole proprietorship started by an employee of the farm who utilizes farm resources such as land and equipment to run a cattle grazing enterprise.

A Trainee Grazing Manager interested in starting their own enterprise would be expected to continue work for the farm as their enterprise permits but would not be expected to take on the full time role as Assistant Manager. An individual interested in Enterprise Management would be responsible for all aspects of business planning with support from the farm's leadership team.

We can provide access to land for a crop production enterprise, which would work cooperatively with Vilicus Farms. In addition, we are particularly interested in working with individuals with enterprise ambitions involving sheep grazing or other livestock integration, value-added identity preservation sales and marketing, or those with innovative ideas for optimizing our land base.

To Apply: Please submit a cover letter, resume, and contact information for three (or more) references with “Trainee Grazing Manager” in the subject line to hannah@vilicusfarms.com
Applications will be accepted until a suitable candidate is found.