

University of Wisconsin-River Falls
College of Agriculture, Food and Environmental Sciences
Laboratory Farms
Animal Care Manager – Dairy Enterprise

The University of Wisconsin River Falls, a member of the University of Wisconsin System, is located in scenic west central Wisconsin, 30 miles from the multi-cultural, multi-ethnic cities of Minneapolis and St Paul. Year-round arts, cultural and recreational events are easily accessible from River Falls. UWRF's undergraduate and graduate students pursue degrees in three colleges: Agriculture, Food and Environmental Sciences; Arts and Sciences; Education, Business and Allied Health. More information about UWRF can be found at: <http://www.uwrf.edu/workhere/>.

The Position:

The Dairy Enterprise Manager is under direct supervision of the Laboratory Farm Director and is supervisor for two University Staff employees. The individual is responsible for managing the daily operations of the Mann Valley Laboratory Farm dairy enterprise and Dairy Learning Center. This position provides leadership in all aspects of the dairy enterprise, which includes providing for the health, well-being, and production of the dairy herd following IACUC (Institutional Animal Care and Use Committee) protocols; direct supervision of three university staff; and direct management of the dairy facilities of the Dairy Learning Center. This position provides professional assistance to faculty relative to courses and labs in dairy science as well as applied research activities.

The Mann Valley Farm and Dairy Learning Center supports The Wisconsin Dairy Innovation Hub <https://dairyinnovationhub.wisc.edu/> the purpose and intent is to harness research and development to keep Wisconsin's dairy community at the global forefront in producing nutritious dairy products in an economically, environmentally and socially sustainable manner.

The Dairy Enterprise Manager will supervise, mentor, train and assist university and student staff to perform and manage quality dairy animal husbandry consistent with established best management practices, trains and supervises student workers in dairy herd management to provide hands on educational experiences. The individual will work with faculty, and laboratory farm staff to maintain excellent safety standards and a clean, well maintained and environmentally responsible facility. The dairy herd consists of approximately 100 milking cows and 100 replacement heifers and calves.

This position is a full-time annual appointment – 40hrs/week. The schedule is flexible with hours developed in consultation with the Laboratory Farm Director. Information about the College and Laboratory Farms can be found at: <http://www.uwrf.edu/CAFES/>

Deadline to apply is **February 18, 2024**. Please see the University's website for the application process, complete position description and qualifications at <https://jobs.uwrf.edu>

Specific Duties and Responsibilities:

35% Supervision

1. Assign work to staff based on established priorities as determined by collaboration with faculty, college leadership and farm personnel
2. Develop internal standard operating procedures. Assign tasks and supervise activities of permanent employees, and student workers to ensure verbal and written instructions are carried out accurately and in a timely manner
3. Coordinate use of the laboratory resource facilities at the Mann Valley Farm Dairy Learning Center for teaching and research purposes
4. Monitor and evaluate work performed by permanent staff (University and Academic), and student workers. Conduct annual employee performance evaluations. Verify and approve time and leave for permanent staff and students
5. Mediate and resolve possible conflict.
6. Supervise and train new employees in standard operating procedures involving animals and equipment
7. Ensure compliance with animal care and IUCAC (institutional Animal Welfare Committee) rules and regulations, as well as handling animals in according to animal welfare protocols
8. Monitor and enforce workplace safety practices and biosecurity practices

30% Farm Operations

1. Oversee and evaluate the health, performance, and well-being of the dairy herd animals

2. Maintain high quality milk production (i.e., low somatic cell count (SCC), low standard plate count (SPC), no antibiotics, properly cooled, sanitary equipment and sanitary environment)
3. Supervise and assist in milking cows properly, efficiently and in a timely manner, maintain accurate milk weights
4. Maintain a high level of reproductive fertility in the dairy herd
5. Demonstrate, train, and supervise artificial insemination techniques in dairy cattle in consultation with Animal Science faculty and the Farm Director
6. Handle animals in a gentle manner compliant with animal welfare guidelines
7. Work with faculty, staff, and students on sire selection, culling decisions, registration of purebred animals, breed classification of animals, and other areas dairy herd management
8. Use dairy herd management (i.e., DC 305) and dairy ration software (i.e., Feed Supervisor) to maximize animal health, production, and well-being
9. Work in collaboration with the Farm Director to ensure efficient equipment operation resolve issues in a timely fashion
10. Correctly calculate and determine feed inventories and feed ingredients to mix and deliver to animals
11. Operate farm equipment and machinery as necessary; supervise and perform daily labor as needed, including lifting, carrying, loading, and unloading heavy materials
12. Ensure safe operation of farm tractors and machinery, TMR mixer, and other equipment

15% Administrative Responsibilities

1. Engage in strategic planning objectives/initiatives as well as short-term and long-range planning relative to the dairy enterprise facilities in consultation with the Lab Farm Director
2. Oversee the purchase necessary dairy supplies and materials in consultation with the Lab Farm Director
3. Schedule and oversee routine and preventive maintenance of vehicles, equipment, buildings, and grounds
4. Supervise the purchase of feed ingredients and adequate feed inventory in conjunction with other lab farm staff
5. Oversight of production record software programs and other computerized data records
6. Oversee and maintain inventories of veterinary supplies for dairy herd
7. Manage dairy enterprise budget in consultation with Lab Farm Director
8. Develop short and long-term decision/strategic planning initiatives involved in the dairy enterprise. Work with state officials, USDA, Facilities Management, UWRF Leadership, industry partners, biohazard/veterinary aspects, and disaster planning (COOP Plan).

10% Specialized Instructional and Research Areas

1. Oversee and prepare animals and facilities for classes, laboratories, and research activities
2. Provide professional assistance to faculty relative to courses in dairy management, laboratory classes and applied research grant activities
3. Support faculty and student research
4. Engage in external communications with industry partners, state and federal officials, university facilities as well as producer groups and foster positive public relations with the community

10% General Responsibilities

1. Ensure the safety and security of the dairy enterprise physical plant (Dairy Learning Center)
2. Perform routine maintenance of the dairy facilities and equipment
3. Perform weekend and holiday duties as needed
4. Report accidents and unsafe work practices to Lab Farm Director or Dean

Qualifications Required:

- Minimum 5-year dairy herd management experience
- Demonstrated expertise in dairy herd management
- Ability to perform daily operations of a dairy enterprise (i.e., milking, feeding, artificial insemination, herd health care)
- Knowledge of and experience in computer software, especially Herd Management and Dairy Ration software.
- Ability to accurately record information and develop reports

- Demonstrated knowledge of and ability to ensure compliance with animal welfare protocols rules and regulations
- Effective problem solving, analytic and organizational skills
- Ability to communicate and interact constructively with supervisor, faculty, fellow staff members, students, and the public
- Knowledge of the proper and safe operation of farm equipment
- Ability to exercise sound judgment in work-related decision making
- Ability to perform routine maintenance of dairy facilities and equipment, including the proper and safe use of tools used in equipment repair and maintenance
- Demonstrated knowledge of occupational hazards and safety precautions and ability to observe general workplace safety practices.

Qualifications Preferred:

- Bachelor of Science degree in Dairy Science or closely related discipline
- Experience in an academic setting
- Ability to professionally assist faculty in research activities

Materials not submitted through <https://jobs.uwrf.edu/> cannot be considered.

Submit:

- Résumé
- Letter of interest specifying qualifications and experience (cover letter)
- Provide the names, addresses, telephone numbers, and e-mail addresses of three references who can specifically comment on your ability, experience and professional preparation (references).

Inquiries should be addressed to:

Duane Thompson, Laboratory Farms Director and Search Committee Chair
duane.thompson@uwrf.edu

Deadline to Apply: For full consideration, applicants should submit all required materials by February 18, 2024. A criminal background check will be completed on final candidates. The University of Wisconsin System will not reveal the identities of applicants who request confidentiality in writing, except that the identity of the successful candidate will be released. See Wis. Stat. sec. 19.36(7).

UW-River Falls does not offer H-1B or other work authorization visa sponsorship for this position. Candidates must be legally authorized to work in the United States at the time of hire and maintain work authorization throughout the employment term. If you have questions regarding this, please contact Human Resources at 715-425-4941.

UW-River Falls Diversity Statement: We declare that diversity and inclusivity are core values. We dedicate ourselves to build a culture grounded in principles of equity, social justice, and excellence. We fundamentally affirm and embrace the multiple identities, values, belief systems, and cultural practices of all individuals and communities. We will address fundamental issues of bias, discrimination, and exclusion.

The University is committed to creating an educational community which enhances student awareness and appreciation of diverse ethnicities and cultures and identities which actively supports tolerance, civility and respect for the rights and sensibilities of each person without regard to economic status, ethnic background, political views, sexual orientation, or other personal characteristics or beliefs. Awareness of and sensitivity to diverse ethnic and cultural heritages are especially sought in applicants.

UWRF is an equal opportunity, affirmative action employer subject to all state and federal regulations pertaining to non-discrimination based upon sex, gender identity or expression, sexual orientation, race, color, national origin, religion, disability, marital status, age, arrest and/or conviction record, veteran status, and membership in the national guard, state defense force, or any other reserve component of the military forces of the United States or the State of Wisconsin. All persons, especially women, persons of color, people with disabilities and protected veterans are encouraged to apply. Employment is subject to federal laws that require verification of your identity and legal right to work in the United States as required by the Immigration Reform and Control Act.

The Annual Security and Fire Safety Report, which includes statistics about reported crimes and information about campus security policies can be viewed at <https://www.uwrf.edu/Police/Annual-Security-Report.cfm> or call University Police at 715-425-3133 for a paper copy.