



# Shepherd Job Description

Headwaters Grazing

2024

Start date: March 1, 2024

***To apply, find instructions at [www.headwatersgrazing.com/open-positions](http://www.headwatersgrazing.com/open-positions)***

## Overview

Headwaters Grazing is a multifaceted operation that includes grazing services, meat production, wool production and education. The work shifts seasonally and is generally flexible based on weather. The 2024 Shepherd position participates in all aspects of the flock work including fence building, herding, lambing, veterinary care, slaughter and butcher, shearing days, and community engagement. Areas of interest that the Shepherd has can be integrated into the work, with room for development of new skills. This position may have involvement in value added products created from the products of the flock, with sales and marketing roles as well.

Headwaters is a part of the Golden Rule Community, a non-profit organization whose mission is to serve our surrounding communities with food access, stewardship to the land, and education and outreach. This is a member run community and there are several other agricultural operations located here. We operate a community dining hall where meals are prepared and shared several times a week, and any employee would be welcome to participate in the broader community at Ridgewood Ranch!

## Responsibilities

1. Building safe and effective electric net fencing for the flock, breaking down old paddocks, maintaining electric fence and equipment
2. Herding, sorting, gathering, and other tasks involving flock management
3. Veterinary assistance with vaccinating, deworming, and marking/tagging lambs, treating sick sheep as needed
4. Assisting on shearing days with handling sheep, wool processing, clean up

5. Assisting on slaughter and butcher days with handling sheep, meat processing, clean up
6. Assisting with sales of products in the Farm Stand, online, or at events
7. Producing items from raw materials generated from the sheep flock for sale such as felting kits, soap, candles, other fiber products
8. Maintaining equipment and spaces
9. Other duties as assigned


## Expectations

1. Must be able to lift up to 50 lbs safely
2. With training, must be able to drive ATV safely
3. Ideally able to drive manual transmission truck
4. Ideally with experience of driving with a trailer
5. Exercise common sense and safe practices with the environment and climate including heat, wildlife, and fire.
6. Strong ability to read and interpret maps, directions, and detailed instructions
7. Experience with or readiness to learn livestock behavior and low stress stockmanship
8. Some amount of interaction with the public or land owners will likely take place, team members are expected to act in a professional, respectful, courteous, and safe manner
9. While working on site, follow guidelines and rules of the land as outlined in training
10. Utilize communication practices outlined in the training to promote safe and healthy relationships
11. Practice non discrimination and inclusivity regardless of age, race, gender, sexual preference, neurodiversity, physical appearance, or physical ability

## Operations

Clear communication and boundaries are a top priority for this operation. As much structure as possible will be used for clarifying all the agreements, with an understanding that flexibility and adaptability will be needed seasonally. If any of these structures aren't working or need to be addressed, we will prioritize fixing them so that everyone's needs are met.

## Schedule



The seasonal nature of this work makes it challenging to fit into neat brackets. We will aim for 20-30 hours of work per week, divided into 2-5 days. Certain times of year there will be more hours available (slaughtering, grazing contracts, lambing season). There may be overnight stays on contract that will be compensated for. A weekly email will be sent out detailing the projects for the coming week with a rough schedule, and regular communication between the Shepherd and manager(s) will take place to accomplish the weekly goals. This position has the option to turn full time in the near future.

## Pay

The rate of pay depends on experience, ranging from \$17-20/hour. Shepherd is responsible for keeping track of their hours and logging them daily using a timekeeping app. Payroll can be run weekly, bi weekly, or monthly depending on preference.

Option for a sweat equity plan for lambs is available.

### **Start date: March 1**

End date: Negotiable, with a 2 month review and 6 month review

Housing: There are lots of housing options that could be made available. Apartments, shared housing, and rustic cabins are often available for rent. The rental agreement will be made between the Shepherd and the entity who owns these rentals, but Headwaters will serve as a go between and support for this relationship development.

There are other opportunities for work at the ranch and surrounding community. This operation is a part of a community run by members who are dedicated to the mission of service and stewardship. For the right person, this position could evolve into a full time position of membership in the community, that includes a list of other benefits.