



**CHRISTIAN  
COLLEGE**  
G E E L O N G

## **DAIRY FARM HAND**

Since 1997 Christian College, Geelong has been providing groups of Year 9 students with a five week residential rural programme at the College dairy farm in Scotsburn, near Ballarat.

This is a replacement position that has recently become available. Commencement date: January, 2014.

A position description is available through our website: [www.christiancollege.vic.edu.au](http://www.christiancollege.vic.edu.au)

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### **Applications should be forwarded to:**

Secretary to the CEO  
18 Burdekin Rd, Highton Vic 3216  
[marion@ccg.vic.edu.au](mailto:marion@ccg.vic.edu.au)

**CLOSING DATE: Friday, 22<sup>nd</sup> November 2013**



## **Back Creek: Dairy Farm Hand 2014**

**Quality Services  
Pty Ltd**

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### **Overview:**

Through its residential Rural Programme, Christian College provides Year 9 students with a transformational opportunity during which they explore 'life beyond their comfort zone' and develop into more complete people as they learn a diversity of skills and meet the challenges of farm life.

Further details of the farm experience are available on the College Website.

[www.christiancollege@ccg.vic.edu](http://www.christiancollege@ccg.vic.edu)

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### **Position Description:**

An experienced dairy farmer is required to join our team of dedicated staff. Whilst the position involves a variety of farming activities on the 1000 acres (under management) property, daily milking and high level skills of dairy management is essential. Reporting to the Back Creek Farm Manager, the successful candidate will need to be a person who is able to demonstrate they are both capable and accountable.

### **Key Competencies:**

The successful applicant must demonstrate;

- excellent attention to detail
- fine communications skills
- good planning and organizational skills
- they are a problem solver

### **Duties:**

Long term dairy experience is essential with high levels of competency in:

- daily milking
- herd management and shifting
- artificial insemination
- heat detection
- calving supervision
- calf rearing
- operation of farm machinery
- herd management

The successful applicant will need to be able to capably manage the supervision of the dairy operations and be knowledgeable of all normal dairy routines, practices and expectations of proper safety standards and quality health standards required within a commercial dairy.

It will be essential for them to be able to work alongside younger people (students) and to assist them to understand the milking process in a “hands on manner”.

Preference will be given to applicants who have additional skills in welding, vehicle/equipment maintenance, fencing and other hands on skills.

### **Behaviours and Personal Qualities:**

The behaviours required of you whenever you are on duty representing Back Creek Farm - whether on the Farm or off-Farm - can best be summarised through the notion of: "***treating others as you would like them to treat you***".

### **Examples of this behavioural philosophy include, but are not limited to:**

- act with integrity at all times
- be open and honest in all communication - students, staff and Director of Back Creek
- show respect to all students and staff
- communicate effectively and professionally
- be an effective listener
- embrace change, innovation and ongoing improvement – suggest ideas for improvement
- be a self-starter, show initiative
- strive for excellence; take pride in what you do
- treat all students and staff fairly
- take responsibility and be accountable for your actions
- be familiar with Christian College’s policies, procedures, checklists, and systems (grievance, privacy, OH&S, etc)
- offer and receive feedback
- look for opportunities to help – students and staff – offer assistance to others before being asked
- be flexible – conscious that it is a changeable environment combining teenagers, farmers, animals, vehicles, equipment and the elements
- be proactive in managing hazards and safety risks
- be punctual
- do not mistreat equipment and return after use
- discipline students in accordance with the Christian College guidelines
- be proactive in the development of a positive, loyal, and supportive relationship with the Director and other managers / leaders of the Farm and Christian College

### **Preferred Qualifications and Experience:**

- Appropriate farming qualifications or experience
- Experience with students in a farm / practical learning context could be beneficial
- Experience in a range of practical skills
- First aid qualifications and experience
- Current driver’s license

### **Contract Details:**

- Some weekend work required - eg when students are staying at the Farm
- Actual times, rosters, leave timing, etc are negotiable
- Salary - as negotiated and agreed upon.
- Current Working with Children Card is essential
- Adherence to the OH&S Codes and current Emergency Management procedures for Back Creek is required.

### **Organisational Relationships**

- Reports to Farm Manager.