

Gerber Poultry- Job Description/Hazard Analysis

Job Title: Farm Technician	Reports To: Grow Out Manager
Division: Farm	FLSA Status: Exempt
Revision Date: September 2022	

Position Overview:

Inspects farms for compliance with contract and cooperative agreement standards and advises farmers regarding development programs to aid in producing quality poultry products by performing the following duties.

Essential Duties and Responsibilities:

- Tours farms to inspect facilities and equipment for adequacy, sanitation and efficiency of operations.
- Examines chickens for evidence of disease and growth rate to determine effectiveness of medication and feeding programs.
- Recommends changes in facilities, equipment, and medication to improve production, based on knowledge of poultry farming, hatchery operations and processing.
- Informs farmers of new procedures and techniques, government regulations and company and association production standards to enable them to upgrade farms and meet requirements.
- Recommends laboratory testing of diseased chickens, feeds, and supplements or gathers samples and takes them to plant laboratory for analysis.
- Reports findings of farm conditions, laboratory tests, recommendations and farmers' reactions to keep superior apprised of farmers' efforts to furnish quality products.
- Provides supplements and supplies to growers as scheduled including ordering
- Schedule maintenance services for company vehicle and maintain vehicle records
- Attend grower meetings as needed
- Keeps growers informed of chick and process schedules, and any revised schedules
- Prepare, accumulate data and distribute grower documentation and/or signs for supplements, supplies and seasonal changes
- Compile data in Chick Redux for comparison purposes, progress, etc.
- Vaccinate or collect blood samples from chickens when needed
- Manage Rodent Program
 - Replace bait at all houses with correct rotation product during the designated time of year
 - Document when and how many bait pieces were left at each house and of which product
 - Document if bait stations need to be replaced and how many stations are currently at each house.
 - Assemble bait stations as needed
 - Monitor rodent activity and effectiveness of products
 - Keep inventory of products and order more as needed (Bait, Bait Stations, Treated blocks of wood/screws)
- Manage Beetle Control Program
 - Provide growers with correct rotation product during the designated time of year.
 - Document product sprayed, date, which farm
 - Monitor beetle activity and effectiveness of products
 - Keep inventory of products and order more as needed
- Will be required to perform other duties as requested, directed or assigned

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Competency:

To perform the job successfully, an individual should demonstrate the following competencies: Analytical - Uses intuition and experience to complement data. Problem Solving - Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully. Technical Skills - Assesses own strengths and weaknesses; Pursues training and development opportunities; Strives to continuously build knowledge and skills; Shares expertise with others. Customer Service - Manages difficult or emotional customer situations; Responds promptly to customer needs; Responds to requests for service and assistance; Meets commitments. Interpersonal Oral Communication - Speaks clearly and persuasively in positive or negative situations; listens and gets clarification; Responds well to questions; Participates in meetings. Written Communication - Writes clearly and informatively; Edits work for spelling and grammar; Presents numerical data effectively; Able to read and interpret written information. Leadership - Inspires and motivates others to perform well; Inspires respect and trust; mobilizes others to fulfill the vision. Quality Management - Demonstrates accuracy and thoroughness. Ethics - Treats people with respect; Keeps commitments; inspires the trust of others; Works with integrity and ethically; Upholds organizational values. Organizational Support - Follows policies and procedures; Completes administrative tasks correctly and on time; supports organization's goals and values; Benefits organization through outside activities. Strategic Thinking - Develops strategies to achieve organizational goals; Adapts strategy to changing conditions. Adaptability - Changes approach or method to best fit the situation. Attendance/Punctuality - Is consistently at work and on time; Ensures work responsibilities are covered when absent; Arrives at meetings and appointments on time. Dependability - Follows instructions, responds to management direction; Takes responsibility for own actions; Keeps commitments; Commits to long hours of work when necessary to reach goals. Initiative - Takes independent actions and calculated risks; Asks for and offers help when needed. Innovation - Meets challenges with resourcefulness; Generates suggestions for improving work; Develops innovative approaches and ideas. Judgment - Displays willingness to make decisions; Exhibits sound and accurate judgment; Supports and explains reasoning for decisions; Makes timely decisions. Motivation - Demonstrates persistence and overcomes obstacles. Planning/Organizing - Prioritizes and plans work activities; Uses time efficiently. Professionalism - Approaches others in a tactful manner; Treats others with respect and consideration regardless of their status or position; Follows through on commitments. Quality - Demonstrates accuracy and thoroughness. Quantity - Meets productivity standards; Completes work in timely manner; Strives to increase productivity. Safety and Security - Observes safety and security procedures; Determines appropriate action beyond guidelines; Reports potentially unsafe conditions; Uses equipment and materials properly.

Qualifications:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education/Experience:

High school diploma or general education degree (GED); or one to three months related experience and/or training; or equivalent combination of education and experience.

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Language Ability:

Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of customers or employees of organization.

Math Ability:

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

Reasoning Ability:

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

Computer Skills:

To perform this job successfully, an individual should have knowledge of Microsoft Word word processing software; Microsoft Excel spreadsheet software; Internet software and Chick Redux database software.

Certificates and Licenses:

Must have valid Driver's License.

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is frequently exposed to outdoor weather conditions. The employee is occasionally exposed to wet or humid conditions (non-weather); work near moving mechanical parts; fumes or airborne particles and extreme heat (non-weather). The noise level in the work environment is usually moderate.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include Ability to adjust focus. While performing the duties of this job, the employee is frequently required to stand and walk. The employee is occasionally required to sit; use hands to finger, handle, or feel; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl; talk or hear and taste or smell.

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Personal Protective Equipment:

Plastic boots, smocks, and hairnets must be worn entering any/all farms with birds present. Gloves and a respirator may be worn. Bio-security practices followed as directed by the Company.

Potential Hazards	Action/Procedure to Control or Eliminate
Noise	Wear Proper PPE: Earplugs
Back Injuries	Proper Lifting Techniques Training
Slips, Trips and Falls	Wear Proper PPE: Anti-slip sole shoes and Housekeeping Safety Awareness
Splashes	Wear Proper PPE: Goggles, Smocks, Coveralls, and Facemasks as needed.
Cuts	Wear Proper PPE: Cut resistant gloves
Machine malfunctions, jams	Safety training on E-Stops
Repetitive motion	Rotation and Ergonomics

Biosecurity Support, the following team members are not permitted to have or, be in proximity with any of the below within 72 hours of starting a shift;

Gerber Farm Division Team Members
Finance Department Team Members
Safety Department Team Members
Human Resources Department Team Members
Maintenance Department Team Members

- Pet Birds of any type
- Chickens (meat or layers)
- Domesticated or wild birds of any type
- Or, be in proximity with any of the above within 72 hours of starting a shift

This Job Description is not intended to be all-inclusive
Employee may perform other duties to meet the ongoing needs of the Company