

Leadership

Competency

Leads staff to achieve goals through ensuring the wellbeing and motivation of a highly skilled, productive workforce.

Makes decisions in a timely manner that benefit the business and staff.

Communicates with and between business partners, banks/accountants, and the farm team.

Increases quantity of quality staff through inspiring others to want to work for the business.

Inspires others on the team to have a good work ethic that increases productivity.

Delegates tasks appropriately between team members, and within team dynamics.

Solves problems that enhance the efficiency of the business and quality of production.

Communicates with the farm manager to ensure work times and workloads for the farm team meet best practice and comply with legal obligations, and seeks to resolve any issues.

Balances profitability with hours of work.

Oversees recruitment, selection, and induction of staff in an agribusiness.

Builds a team culture to support the farm's values and goals.

Communicates with contractors and sub contractors.

Knows and understands what the strengths and weaknesses are of the farm team and how to get the best from them.

Monitors and manages staff to ensure productive working relationships, build people capability, and avoid conflict in the workplace.

Self-assesses strengths and weaknesses and puts in place strategies to address these to enhance performance.

Supports development of staff for the wider good of the business and industry.

Makes data informed decisions to enhance the business.

Focuses on the strategic aims of the farm and strives to achieve business goals.

Fosters a good working relationship with boards, directors and owners where applicable to enhance creativity, diversity and productivity.

Knows and understands the management strategies that map staff skills and highlight skills gaps to be filled within the business.

Knows and understands the benefits of clear communication to enhance productivity.

Knows and understands what the strengths and weaknesses are of the farm team and how to get the best from them.

Knows and understands how to use technological skills to work efficiently and productively.

Ensures the workplace fosters a reasonable work/life balance to ensure staff are treated well and ensuring they are offered motivating and enjoyable work that avoids constant fatigue.

Knows and understands the benefits of clear communication to enhance productivity.

Ensures the business has the right mix of skills to perform its tasks competently, which may include contractors and technical professionals.

Knows and understands how to use technological skills to work efficiently and productively.

Knows and understands the management strategies that map staff skills and highlight skills gaps to be filled within the business.

Ensures staff are supported to be self-managing and responsible.

Creates a workplace where open and honest communication is encouraged and proactively manages interpersonal conflict.

Job title

Unit manager (pigs)

Supports the farm owner's values and goals and communicates and empowers the farm team to achieve these goals.

Environment

Competency

Manages a successful productive and sustainable business through knowledge and skills which promotes good environmental practice.

Plans hedge cutting and ditch clearing to minimise the impact on flora and fauna.

Demonstrates Leadership for Sustainable Management of the Environment.

Develops an Integrated Pest Management (IPM) plan for the farm/business in line with regulation requirements and consents.

Develops and integrates a waste management plan that is communicated to concerned parties.

Complies with appropriate standards and identifies risks that may compromise the outcome.

Holds a gun licence where applicable.

Applies knowledge and understanding of the environment to further the aims of sustainability.

Demonstrates a responsibility for compliance requirements and consent conditions, makes sure all plans are implemented and monitored, reported, and kept up to date.

Ensures that waste is recycled where possible and dispose of non-recyclable waste in accordance with best practice.

Identifies potential pollutants, high risk areas including mapping storage locations.

Establishes and monitors safe and effective working practices to reduce environmental impacts.

Optimises the use of valuable by-products and separates clean and dirty water to minimise pollution risks.

Plans the purchase of goods to minimise the quantities of waste and minimise by-products.

Creates a plan to encourage greater biodiversity and conserve habitats on the farm (and neighbouring properties where appropriate).

Fosters good relations with the local community to communicate the benefits of Integrated Farm Management (IFM).

Identifies potential pollutants and high risk areas, including mapping storage locations.

Optimises the use of valuable by-products and separate clean and dirty water to minimise pollution risks.

Monitors energy use and cost, and manage activities accordingly.

Identifies and use relevant tools for carbon foot printing and carbon budgeting.

determines targets to reduce emissions through careful monitoring, investment in improved technology, and regular servicing of farm machinery to ensure optimum performance.

Analyses appropriate and cost effective renewable energy options for the business.

Identifies key habitats and audit biodiversity on the farm.

Plans the purchase of goods to minimise the quantities of waste and minimise by-products.

Knows and understands the current regulations governing the control of pollution from relevant facilities and materials on the farm and how these protect human health and the environment.

Knows and understands that slurries and manures are not deemed as waste if spread for agricultural benefit.

Knows and understands the implications of the duty of care, EC Waste Framework Directive, Hazardous Waste regulations.

Knows and understands the benefits of precision farming techniques to reduce nitrogen fertiliser inputs to reduce whole farm energy usage.

Job title

Unit manager (pigs)

Knows and understands the rules and regulations around gun safety, and if appropriate, has a gun licence.

Knows and understands the legislation with regard to predators and vermin control.

Knows and understands the impact of Greenhouse Gas Emissions (GHGs) on climate change and the government agenda (Net Zero).

Knows and understands the principles of the waste hierarchy as related to the farm.

Knows and understands the compliance requirements and consent conditions for permitted site(s).

Knows and understands how safe and effective working practices can reduce environmental impact.

Demonstrates an understanding of, and compliance with, the regulations governing the control of pollution from relevant facilities and materials on the farm.

Ensures that waste is recycled where possible and dispose of non-recyclable waste in accordance with best practice.

Health and Safety

Competency

Manages and leads people through the use of knowledge and skills ensuring Health and safety is adhered and good physical and emotional wellbeing is maintained throughout the business.

Develops health, safety and wellbeing policies, and ensures monitoring and updating occurs.

Demonstrates to others they clearly value the importance of safety, by visibly putting time and effort into this.

Demonstrates to others they clearly value safety, by allowing adequate budget, sufficient staff time and invests in appropriate safety structures to protect from danger.

Reports and records all accidents and near misses according to work safe legislation.

Evaluates information and takes actions to manage the risks to people.

Identifies and manages stress in others.

Demonstrates an authentic prioritisation of peoples wellbeing.

Recognises the role wellbeing plays in building personal and business resilience, and evaluates how they manage their wellbeing by identifying current resources and challenges.

Demonstrates to others they clearly value wellbeing by allowing adequate budget working practices.

Ensures a culture of best practise health, safety and wellbeing is understood and followed by all of the team, by training staff and modelling this behaviour.

Ensures the farm is a healthy, physically safe, and emotionally secure workplace, by training staff on how to protect their health, safety, and wellbeing on-farm.

Reports to senior leadership if the farm is not managing health and safety risks, or is causing wellbeing issues for the farm team.

Leads by example by complying with health and safety guidelines in the workplace.

Leads by example in wearing a helmet when using an ATV, and ensures other working on the farm do so.

Knows and understands all health and safety legislation that is applicable to managing the business to be able to produce and implement an appropriate Health and Safety policy.

Knows and understands to check contractors Health and Safety records.

Knows and understands the risks present in their farm premises and knows how to mitigate these risks.

Job title

Unit manager (pigs)

Knows and understands how personal hygiene can affect human and animal health, and the impact of zoonotic disease.

Knows and understands all health and safety legislation that is applicable to managing the business to be able to produce and implement an appropriate Health and Safety policy.

Knows and understands to check contractors Health and Safety records.

Knows and understands the risks present in their farm premises and knows how to mitigate these risks.

Knows and understands how personal hygiene can affect human and animal health, and the impact of zoonotic disease.

Implements team preventive health, safety and wellbeing programmes in a timely and efficient way.

Nutrition

Competency

Manages livestock production through knowledge and skills that ensure animals receive high quality feed regimes which sustainably enhance production.

Knows and understands the regulations around land management, and how this may impact the way land is used.

Knows and understands the regulations around land management, and how this may impact the way land is used.

Adjusts supplement use based on data such as pasture residuals and the feed supply/demand curve.

Agrees to a supplement policy in conjunction with the farm owner, and sources feed and costings in line with farm policy.

Trains staff on how to safely feed out, to minimise wastage.

Knows and understands and can explain the nutritional requirements of the livestock in their care to optimise their health and welfare.

Trains staff on how to report residual or feed issues.

Knows and understands how to create cost benefit plans around feeding.

Knows and understands how to keep up to date with new developments in livestock nutrition relevant to their farm and apply if applicable.

Removes fields for silage, and organises silage to be cut at the appropriate time.

Knows and understands and can explain the nutritional requirements of the livestock in their care to optimise their health and welfare.

Implements strategies for pasture, pests and weed control.

Knows and understands how to create cost benefit plans around feeding.

Knows and understands how to keep up to date with new developments in livestock nutrition relevant to their farm and apply if applicable.

Knows and understands the amount of feed available and understands how to ensure feed supply meets feed demand.

Knows and understands the amount of feed available and understands how to ensure feed supply meets feed demand.

Negotiates with relevant staff on economic decisions around feed types, timings and crops.

Develops, implements, communicates and monitors the farm feeding policy.

Determines, implements and communicates the cropping policy on-farm to support relevant feed regimes.

Addresses implications of how seasonal weather events may affect the farm system, and plans to manage feed risks accordingly.

Job title

Unit manager (pigs)

Applies and monitors feed budget concepts such as animal demand and grass supply, growth rates and quality.

Manages grazing and feed supply demand through the use of data analysis tools.

Carries out body condition scoring of livestock accurately.

Provides a cost benefit plan for presenting to the farm owner.

Determines, implements and communicates on-farm feeding policy.

Undertakes upskilling with new feed research and technologies, for implementation or proposal.

Determines, implements and communicates all on-farm policies regarding the nutrient management plan, and the link to fertiliser policy.

Implements the system for feed within the owner's expectations.

Manages soil to ensure sustainable long term use by maintaining and enhancing soil properties.

Plans and implements a pasture improvement programme such as deciding which fields need re-grassing or should be used for crops.

Balances production and cost to meet farm nutrition policy.

Breeding

Competency

Manages livestock production through knowledge and skills that ensure successful breeding and birthing of livestock.

Develops, implements and communicates the breeding policy for the farm.

Co-ordinates with the breeding company and vet regarding mating plan requirements.

Determines and monitors the birth and rearing plan to meet farm policy.

Develops, implements and communicates the birth and rearing policy for the farm.

Monitors and analyses birth and rearing results with appropriate actions.

Monitors and analyses breeding results with appropriate actions.

Determines, implements and monitors the mating and breeding plan to meet farm policy and performance targets.

Administer relevant health treatments to animals.

Knows and understands the methods and strategies of breeding livestock to improve the flock or herd.

Knows and understands the methods and strategies of breeding livestock to improve the flock or herd.

Shares with the team the importance of adequate intake of colostrum within 6 hours of birth.

Husbandry

Competency

Manages livestock production through knowledge and skills that ensure successful livestock husbandry.

Determines, implements and communicates policies around culling and euthanising decisions.

Knows and understands about the main toxic weeds and plants, and their effects on animal health where appropriate.

Knows and understands management strategies and understands how to apply them to achieve optimum animal health.

Knows and understands about the main toxic weeds and plants, and their effects on animal health where appropriate.

Knows and understands how to competently follow procedures of humane slaughter including timeliness and correct methods of euthanasia of relevant livestock classes.

Knows and understands the symptoms of common animal health issues and their causes, how to treat them according to farm policy and legal requirements, and the importance of recording animal health medicine use and treatments.

Knows and understands procedures for segregation within the group, and the procedure for isolation away from the group if infectious condition suspected.

Knows and understands the basic signs of health and disease and typical normal and abnormal behaviours.

Knows and understands best practice in livestock hygiene and biosecurity.

Knows and understands the importance that husbandry activities such as foot bathing, foot trimming, vaccination and routine worming play in maintaining animal health and welfare and preventing disease.

Knows and understands the Five Freedoms. In particular, the moving of livestock and handling of livestock is done safely and with the minimum of stress and risk of injury to the animal and staff.

Ensures staff are trained on common diseases and how to prevent them.

Knows and understands management strategies and understands how to apply them to achieve optimum animal health.

Adheres to legal and farm animal welfare guidelines and takes responsibility for own actions relating to animal welfare and ensures all staff demonstrate correct animal handling techniques through demonstration and training.

Knows and understands how to competently follow procedures of humane slaughter including timeliness and correct methods of euthanasia of relevant livestock classes.

Knows and understands the symptoms of common animal health issues and their causes, how to treat them according to farm policy and legal requirements, and the importance of recording animal health medicine use and treatments.

Manages vet consultations regarding animal health treatments.

Ensures transportation documentation is completed correctly and that stock are safely prepared and loaded for transport, sale or slaughter as required by industry regulations/assurance schemes.

Knows and understands their responsibilities regarding livestock codes of welfare, health, transport and production.

Monitors procedures to ensure humane slaughter of all classes of stock.

Knows and understands procedures for segregation within the group, and the procedure for isolation away from the group if infectious condition suspected.

Ensures all staff understand and practice correct use of equipment through demonstration and training.

Determines and monitors an animal health plan and implements management strategies to achieve optimum animal health and meet performance targets.

Determines expectations and monitors the farm team's behaviour with regards to the code of animal welfare.

Identifies and disciplines staff treating animals poorly.

Knows and understands their responsibilities regarding livestock codes of welfare, health, transport and production.

Knows and understands the Five Freedoms. In particular, the moving of livestock and handling of livestock is done safely and with the minimum of stress and risk of injury to the animal and staff.

Knows and understands the importance that husbandry activities such as foot bathing, foot trimming, vaccination and routine worming play in maintaining animal health and welfare and preventing disease.

Knows and understands best practice in livestock hygiene and biosecurity.

Job title

Unit manager (pigs)

Knows and understands the basic signs of health and disease and typical normal and abnormal behaviours.

Develops, implements and communicates animal health, husbandry and welfare policies with the team, and monitors its effectiveness.

Evaluates culling versus treatment options, and creates a data-informed action plan.

Waste management

Competency

Manages livestock production through knowledge and skills that ensure the effective management of animal waste, in line with legal requirements

Ensures the business manages disposal of dead stock correctly in line with legal requirements and farm policy.

Knows and understands relevant legislation, permit requirements and codes of conduct regarding the handling and storage of solid and liquid farm manures and effluent management.

Knows and understands how the farm's handling and storage of solid and liquid farm manures and effluent system works and ensures good practice on-farm.

Pork

Competency

Manages production of high quality pork through the application of knowledge and skills that ensures the effective management of the animal health and welfare and enhances the business.

Knows and understands the consequences of poor semen storage and the importance of communicating this to the team.

Knows and understands the consequences of poor semen storage and the importance of communicating this to the team.

Manages the assessment and plans the response to ventilation and environmental needs.

Determines when to carry out artificial insemination on livestock and supervises natural mating.

Ensures the storing of and use of livestock semen is carried out appropriately.

Waste Management

Competency

Manages production through knowledge and skills that ensure the effective management of waste, in line with legal requirements

Prevents contamination of soil by disposing of waste products in line with legislation (waste regulations).

Complies with the regulations governing the control of pollution from relevant facilities and materials and communicates this to the team.

Develops and implements upgrades of effluent systems when necessary.

Audits and monitors irrigator set-ups.

Determines a farm plan for the handling and storage of solid and liquid farm manures and effluent in line with legal requirements and consent conditions.

Determines all on-farm policies regarding the handling and storage of solid and liquid farm manures and effluent, in line with legal requirements and consent conditions.

Knows and understands relevant legislation, permit requirements and codes of conduct regarding the handling and storage of solid and liquid farm manures and effluent management.

Knows and understands how the farm's handling and storage of solid and liquid farm manures and effluent system works and ensures good practice on-farm.

Technology, Machinery and Vehicles

Competency

Manages technical operations through knowledge and skills related to technology, machinery, vehicles and structures that enhances production and business viability.

Job title

Unit manager (pigs)

Knows and understands the regulations and license requirements for driving and use of businesses vehicles and machinery.

Uses data and technology software to analyse and improve farm performance.

Knows and understands the regulations and license requirements for driving and use of businesses vehicles and machinery.

Knows and understands risks around hygiene when cleaning machinery, and the importance of training staff on vehicle hygiene to avoid biosecurity risks entering the farm.

Knows and understands risks around hygiene when cleaning machinery, and the importance of training staff on vehicle hygiene to avoid biosecurity risks entering the farm.

Identifies and distinguishes clean water drainage (springs, streams and roof water) vs dirty water drainage (from livestock, dirty yards or machinery washing).

Produces and oversees policy for adopting new technology that supports management requirements.

Produces and oversees a clear replacement policy and procedure for farm vehicles and technology.

Ensures best practice around hygienic cleaning of machinery.

Ensures a strategy is in place for the driving and use of businesses vehicles, equipment and machinery.

Ensures the farm team follows best practice around vehicle and machinery safety and hygiene, and complies with regulatory requirements.

Trains staff on safe driving practices.

Trains staff on how to carry out basic vehicle maintenance.

Produces and monitors a maintenance schedule for vehicles and machinery.

Uses technology and data to evaluate current farm practices and increase efficiency, productivity and performance.

Manages and oversees the erecting and maintenance of electric and non-electric fences, walls and other boundaries and field separation features.

Holds responsibility of business security processes.

Identifies and communicates with the team farm layout.

Ensures best practice around hygienic cleaning of machinery.

Environment

Competency

Manages technical operations with knowledge and skills which ensures sustainable land use that enhances business and the environment.

Knows and understands how to undertake expansion development projects.

determines all on-farm policies regarding compliance resource consents.

Trains staff on how to maintain the watering system.

Ensures compliance with flow restrictions and daily water limits, if water is from a waterway as opposed to a bore.

Ensures the farm is compliant with industry and regional legislation.

Develops a sustainable environmental management plan for the farm in line with regulatory requirements and resource consents.

Records and reports on issues related to the farm environment plan.

Manages compliance requirements and consent conditions and makes sure all plans are implemented and monitored, reported, and kept up to date

Enforces regulations and industry requirements around waterways.

Job title

Unit manager (pigs)

determines all on-farm policies regarding the nutrient management plan, and the link to fertiliser policy.

Trains staff to ensure good management practice around land cultivation is followed, in line with regulations.

Makes decisions around cultivation practices of at-risk areas.

Identifies specific areas and implements land management practices to protect these where appropriate.

Knows and understands the farm's nutrient budget and nutrient cycling, and checks the nutrient management plan is being complied with.

Knows and understands waste management principles for the farm.

Quality and Control

Competency **Manages the business through application of knowledge and skills to control the quality of farm production.**

Establishes effective records keeping around non conformances, with costings, quality assurance procedures, complaints.

Establishes procedures and controls to ensure all products meet the standards as stipulated in the business Quality Assurance Manual and Food Safety Field Ops Manual.

Ensures close liaison with relevant teams for forecasting and harvesting to optimise customers requirements and maximise crop return.

Charts risks to security and health associated with the handling of crops at harvest and storage to ensure food safety.

Ensures management and systems are in place for certification, audits and quality control procedures.

Knows and understands food safety regarding the handling and storage of crops.

Controls of quality of production ensuring product and deliveries to units/storage and process facilities within the stipulated timescale and quality.

Knows and understands the factors that ensure good quality products which enhance farm profitability.

Establishes systems to ensure traceability is in place with clear responsibilities.

Knows and understands food safety regarding the handling and storage of crops.

Knows and understands the factors that ensure good quality products which enhance farm profitability.

Financial Management

Competency **Manages the business through knowledge and skills which ensure financial sustainability.**

Contributes to the decision making and prioritisation process relating to capital expenditure (capex).

Undertakes due diligence prior to signing contractual agreements, understands obligations, and completes associated tasks.

Knows and understands the factors which impact tax requirements, and is able to effectively communicate with the accountant.

Ensures the farm team understands that their actions can have financial effects on-farm.

Undertakes analyses performance, and determines investment opportunities for the farm business.

Undertakes partial budgeting when making a change on-farm.

Operates an effective cash management system and business administration processes.

Job title

Unit manager (pigs)

Manages the farm business capital transactions and budgets to achieve target outcomes.

Knows and understands about debt and the impact of debt loading and repayment on cashflow.

Knows and understands benchmarking between organisations, with a view to improvement of farm performance.

Gathers and analyses business information to develop a long-term financial plan.

Knows and understands the development and use of farm budgets, cash flow forecasts and farm accounts.

Knows and understands about debt and the impact of debt loading and repayment on cashflow.

Knows and understands to monitor working capital/disposable income for business management and personal expenditure, and manages overdraft and cash.

Knows and understands the steps involved to obtain finance to establish, extend, or diversify an agribusiness.

Knows and understands the development and use of farm budgets, cash flow forecasts and farm accounts.

Effectively communicates details of the farm budget to relevant stakeholders including farm owner.

Knows and understands the factors which impact tax requirements, and is able to effectively communicate with the accountant.

Knows and understands to monitor working capital/disposable income for business management and personal expenditure, and manages overdraft and cash.

Knows and understands the steps involved to obtain finance to establish, extend, or diversify an agribusiness.

undertakes benchmarking between external parties to set targets and improve performance.

Develops, monitors, interprets and reports upon farm budgets through accurate record keeping skills.

Completes cash flow forecasts and compares to actuals to make data informed management decisions.

Knows and understands benchmarking between organisations, with a view to improvement of farm performance.

Business Sustainability

Competency

Manages the business through the use of knowledge and skills to develop strategic and operational plans that enhance the business.

Knows and understands the value in having a network of advisers to supply expertise, and is actively building a network of advisers.

Develops, updates, and communicates all policies, values, and goals to the farm team.

Engages with a network of advisers to supply expertise where required.

Plans a succession structure that evolves with the growth of the business.

Networks with colleagues and industry groups.

Plans for the long-term sustainability of the business.

Evaluates land tenure and business ownership options.

Develops strategies to improve the performance of the production system.

Identifies and acts on opportunities of operational improvement, utilising the principles of lean management.

Knows and understands industry (or agri-organisation) marketing methods, and also on-farm marketing methods for an agribusiness product.

Job title

Unit manager (pigs)

Knows and understands the current stage of the business and the capability required to continue growing the business.

Develops risk management plans and is responsible for implementing disaster recovery.

determines and monitors a business growth and savings plan.

Knows and understands industry (or agri-organisation) marketing methods, and also on-farm marketing methods for an agribusiness product.

Knows and understands the value in having a network of advisers to supply expertise, and is actively building a network of advisers.

Knows and understands the current stage of the business and the capability required to continue growing the business.

determines personal and business KPIs and other targets and goals for the farm business, and tracks performance against these.

Identifies the physical resources of the farm business and their impacts or limitations.

Environment

Competency

Manages the business to ensure the effective use of water that enhances the quality of production, the health of humans, animals and environmental benefits.

Knows and understands water security measures and how these enhance quality, safety and environmental benefit.

Identifies areas where water is lying on the surface, poaching problems are evident and erosion has occurred.

Knows and understands how the farm's waste water and effluent system works and ensures good practice on-farm.

Knows and understands all regulations and legislation regarding the extraction, application, storage and removal of water related to the business.

Identifies areas prone to flooding and drought and aim to take remedial action to reduce the risk of adverse weather.

Identifies appropriate water security measures and manages them with due regard for water quality, safety and environmental benefit.

Identifies potential pollutants and main activities that may create a risk to water quality.

Plans for accurate applications of all inputs to ensure that water pollution is avoided.

Knows and understands relevant contacts for advice and reporting problems.

Complies with the legislative requirements for water use.

Schedules Irrigation on the basis of accepted methods, such as evapotranspiration, forecasted rainfall or soil moisture deficits and adopt practices that optimise water infiltration.

Trains staff on correct management of waste water and effluent-related activities.

Calculates the quantity of water required for various operations.

Draws up a plan and timetable for water demand on farm, prioritising for primary water uses.

Implements mechanisms and techniques for collecting clean water.

Implements a system for reporting leaks and ensuring emergency procedures are in place to avoid wasting water.

Determines the true cost of water from each source and wastewater disposal.

Plans relevant management practices to ensure soil erosion and pollution does not occur.

Recruitment and Retention

Competency **Manages the people through the recruitment and retention process shaping a culture of professional development and creating a business which fosters honesty, integrity and ambition.**

Knows and understands the importance that references play in protecting your business from harm.

Encourages staff to be good tenants, and communicates to the operations manager if staff accommodation is not compliant with legal requirements.

Ensures employment agreements are in place and up to date for all employees reporting to them.

Ensures accurate records are kept around leave, hours worked, and wages paid.

Resolves any staff issues around remuneration to ensure best practice.

Knows and understands to abide by employment obligations with regard to accommodation agreements, minimum wage requirements, and around records of holidays and leave, hours worked and wages paid.

Knows and understands the recruitment and retention processes.

Ensures staff salaries accurately reflect their skills and abilities.

Knows and understands how to support staff with techniques to empower and develop to reach their full potential.

Ensures formal accommodation agreements are in place, when providing accommodation.

Knows and understands to abide by employment obligations with regard to accommodation agreements, minimum wage requirements, and around records of holidays and leave, hours worked and wages paid.

Knows and understands the recruitment and retention processes.

Knows and understands the different types of employees / workers in your business (employed, seasonal, contractor, consultant).

Knows and understands how to support staff with techniques to empower and develop to reach their full potential.

Knows and understands the importance that references play in protecting your business from harm.

Knows and understands the different types of employees / workers in your business (employed, seasonal, contractor, consultant).

Ensures planned strategy is set out for professional development.

Encourages others to promote sustainability.

Complies with relevant legislation including modern slavery act.

Focusses on their career development goals, and a clear plan to achieve this.

Ensures the business team understands and supports skill development and career growth.

Ensures the team understands and supports skill development and career growth.

Holds an awareness of their own training requirements for ongoing self-development, and to achieve their goals.

Ensures staff are supported in growing their skills and understanding career opportunities available to them.

Participates in staff planning, recruitment, training, and appraisals.

Creates a work environment conducive to ensure the highest levels of honesty and integrity in dealing with others and carrying out work.

Strategy and Operations

Competency **Supports the management of the business through knowledge and skills that ensure strategic clarity about direction of travel, staffing skills and relationships with external parties.**

Ensures governance structures are in place in line with the scale and size of the business.

Meets financial and regulatory obligations.

Implements policies and procedures for operational activities undertaken.

Establishes a business structure that reflects their business and personal goals.

Develops risk management plans and is responsible for implementing disaster recovery.

Knows and understands to supply contractors with all the necessary information to carry out a service.

Reports data, and adjusts delivery relevant to audiences.

Knows and understands how anticipating deadlines and looking ahead reduces workplace stress and spreads workloads for all people concerned.

Observes detail, knows the farm, grazing, stock, finances and team.

Proactively manages suppliers and contractors.

Knows and understands that data should be used where available to drive operational and strategic management decisions.

Knows and understands that strategic aims are a tool to focus staff in the desired business direction.

Knows and understands how anticipating deadlines and looking ahead reduces workplace stress and spreads workloads for all people concerned.

Knows and understands the benefits of clear communication with internal and external parties that enhances productivity.

Knows and understands that strategic aims are a tool to focus staff in the desired business direction.

Knows and understands that data should be used where available to drive operational and strategic management decisions.

Knows and understands to supply contractors with all the necessary information to carry out a service.

Knows and understands the benefits of clear communication with internal and external parties that enhances productivity.

Develops policies and procedures which enable proactive decision-making.

Accesses expert advice and further information when required.

Develops and implements a process to manage key risks for the business.