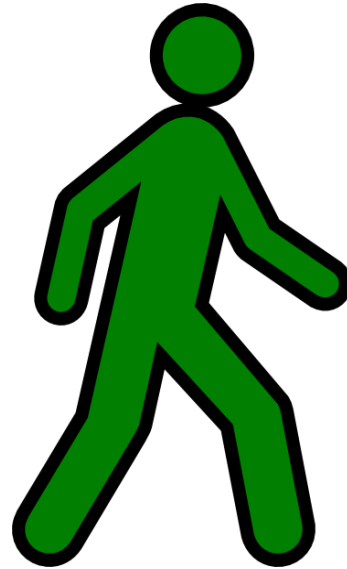


On-farm Agriculture Roles

Soft Skills

Good communication skills – verbal & written
 Reliable/self-management (e.g. being at work on time)
 Honest
 Able to follow instructions
 Responsible for self and others
 Willingness to learn
 Attention to detail
 Ability to cope with early starts
 Able to admit and learn from mistakes

Teamwork & work independently
 Positive attitude
 Show respect and self-awareness
 Not afraid to ask questions
 Able to cook for yourself
 Keep a house clean and tidy
 Good support network
 Observational skills
 Responsible on social media
 Awareness of public perception
 Manage time off so it doesn't impact on work



- ★ Pre-employment
- ★ Mid level
- ★ Entry level
- ★ Senior level

Technical Skills

Organisational skills
 Good time management
 Able to pass Drug test & MOJ check
 Computer skills
 Literacy & numeracy skills
 Experience with farm animals
 Fit, strong & healthy
 Restricted Drivers Licence (minimum)
 Reliable vehicle
 Aptitude for vehicles and machinery

Record keeping
 Health & Safety conscious
 Clear understanding of the conditions of employment
 Good literacy & numeracy skills
 Ride a 2-wheel motorbike safely
 Able to lift (e.g. calves)
 Identify healthy animals & report unhealthy animals
 Tractor Driving
 Animal handling skills
 Personal budgeting skills
 Environmental awareness
 Weed management tasks
 Handle dangerous chemicals safety
 Skilled in the use and care of tools

Roles

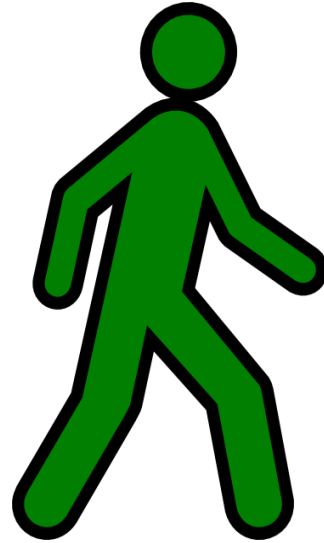
Work experience on farm

Dairy Roles :
 Relief Milker
 Milk Harvester
 Farm Assistant
 Junior Shepherd

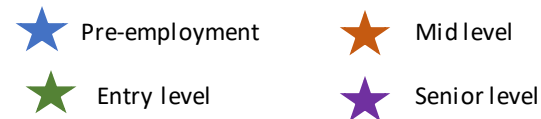
On-farm Agriculture Roles (continued)

Soft Skills

Show initiative
Relationship building skills
Able to work unsupervised
Strong communication skills
Problem solving skills
Leadership skills
Ability to multi-task
Calm under pressure
Able to prioritise



Able to handle high pressure situations
Sound decision making skills
Able to make hard decisions



Technical Skills

Organise self and others' workload
Farm management day-to-day
Model good health & safety skills
Computer skills
Reporting & recording skills
Compliance management
Farm machinery skills – operation & maintenance
Water reticulation skills
Fencing skills
Environmental management
Animal diagnosis and treatment skills
Shed management and problem solving
Ability to fix small machinery
Crop management skills
Weed & Pest skills
Agricultural Chemical knowledge
Cost management skills
Career Planning

Performance management
Strong planning skills
Strong computer skills
Prioritisation skills
HR skills & knowledge (performance mgmt/mentor/coach)
Budgeting
Reporting skills
Future Planning
Policy and procedure skills
Set team culture

Roles

Dairy Roles :
Herd Manager
Senior Assistant
2IC
Assistant Manager
Production Manager

Sheep & Beef Roles :
Shepherd
Stock Manager
Block Manager
General Hand
Fencer General

Farm Owner
Farm Manager
Contract Milker
Sharemilker
Equity Partner

Agricultural Specialist Roles

Soft Skills

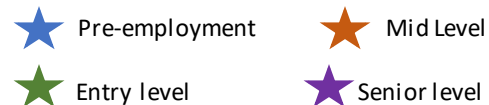
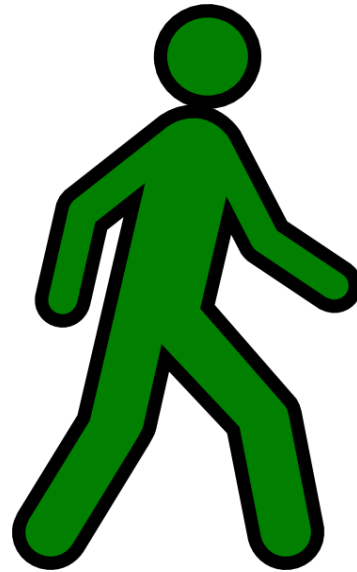
Good communication skills – verbal & written
Reliable/self-management (e.g. being at work on time)

Honest
Able to follow instructions
Responsible for self and others
Willingness to learn
Attention to detail
Ability to cope with early starts
Be Drug Free

Teamwork & work independently
Customer Service skills
Positive attitude
Show respect and self-awareness

Show initiative
Relationship building/maintenance skills
Able to work unsupervised
Strong communication skills
Problem solving skills
Leadership skills
Strong customer service skills
Ability to multi-task
Calm under pressure
Detail driven

Sound decision making skills
Future focused



Technical Skills

Agricultural experience
Organisational skills
Good time management
Computer skills
Literacy & numeracy skills
Full Drivers Licence
Planning skills
Record keeping skills
Health & Safety
Clear understanding of the conditions of employment
Minimum Class 2 Licence
Strong leadership skills
Negotiation skills
Performance management
Good planning skills
Good computer skills
Prioritisation skills
Budgeting/Financial/Cost management
Ensure compliance
Clear understanding of contractual obligations
Compile reports
Risk assessment
Monitor contracts & deliver outcomes
Strategic thinking
Analytical skills
Solution focused
Advanced HR skills & knowledge
Writing contracts
Giving quotes
Future planning
New business development

Roles

Work experience on farm
Work experience in chosen role

Trainee Driver
Apprentice
Trainee stock agent

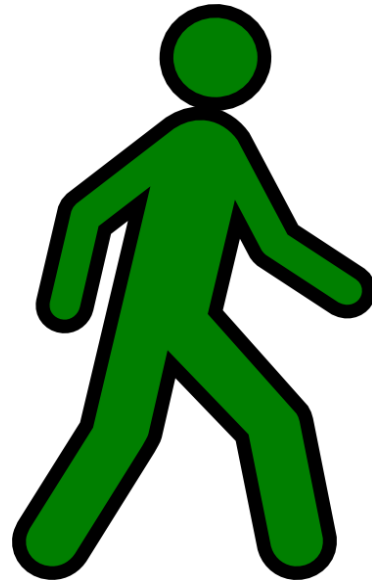
Rural Supply Store
Riparian Planter
Technical Sales Adviser
Diesel Mechanic
Irrigation Services
Dairyshed/Plant Repairs
Tyre Supplier
Fuel Tank Driver
Milk Tanker Driver
Stock Truck Driver
Digger Operator
Sheep Scanning
Stock Agent
Fertiliser Spreading (Truck, Helicopter, Plane)
Spraying Contractor
• Boom and Gun,
via Helicopter, Tractor, plane
Agricultural contractor – tractor driving, mowing, bailing, harvesting, drilling, ploughing, effluent spreading

Business owner
Operations Manager

Agricultural Consultant Roles

Soft Skills

Good communication skills – verbal & written
 Reliable/self-management (e.g. being at work on time)
 Honest
 Able to follow instructions
 Responsible for self and others
 Willingness to learn
 Attention to detail
 Teamwork & work independently
 Positive attitude
 Show respect and self-awareness
 Self-driven to achieve
 Results focused
 Critical thinker
 Seeks help when required
 Show initiative
 Relationship building/maintenance skills
 Able to work unsupervised
 Strong communication skills
 Problem solving skills
 Leadership skills
 Strong customer service skills
 Ability to multi-task
 Calm under pressure
 Detail driven
 Able to work to deadlines and delivers work on time
 Able to handle high pressure situations
 Sound decision making skills
 Set the culture for the team
 Able to make hard decisions



★ Pre-study ★ Employment
 ★ Tertiary level ★ Senior level

Technical Skills

Agricultural experience
 Organisational skills
 Good time management
 Computer skills
 Literacy & numeracy skills
 NCEA L3
 University Entrance for chosen field of study
 Planning skills
 High level of literacy & numeracy
 Can deliver to deadlines
 Diploma or Degree in chosen field
 Strong leadership skills
 Negotiation skills
 Performance management
 Strong planning skills
 Strong computer skills
 Prioritisation skills
 Facilitation skills
 HR skills & knowledge
 Budgeting/Financial/Cost management
 Ensure compliance
 Compile reports
 Risk assessment
 Monitor contracts
 Clear understanding of the conditions of employment
 Health & Safety
 Strategic thinking
 Analytical skills
 Solution focused
 Advanced HR skills & knowledge

Roles

Work experience on farm
 Work experience with consultant

Student

- Industry training
- University
- Polytech

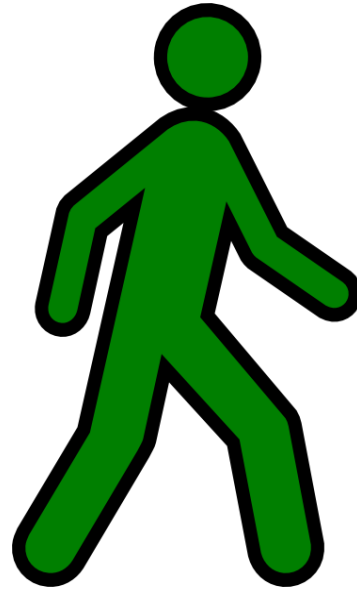
Vet Nurse
 Fertiliser Consultant
 Milk Quality Advisor
 Vet Technician
 AI Technician
 Genetics & breeding sales
 Rural Engineer
 Irrigation Designer
 Rural Accountant
 Rural HR Consultant
 Rural Banker
 Veterinarian

Farm Management Consultant
 Farm Business Consultant
 Seed & Cropping Consultant
 Environmental/Sustainability Consultant
 Genetics & Breeding consultant

Agricultural Administration Roles

Soft Skills

Good communication skills – verbal & written
 Flexibility including availability
 Reliable/self-management (e.g. being at work on time)
 Honest
 Able to follow instructions
 Responsible for self and others
 Willingness to learn
 Attention to detail
 Teamwork & work independently
 Customer Service skills
 Positive attitude
 Show respect and self-awareness
 Good time management
 Show initiative
 Relationship building skills
 Able to work unsupervised
 Strong communication skills
 Problem solving skills
 Leadership skills
 Strong customer service skills
 Ability to multi-task
 Calm under pressure
 Prioritisation skills
 Strong planning
 Analytical
 Solution focused
 Always learning - curiosity
 Good relationships with professionals
 Critical thinking skills
 Focused on Industry outcomes



- ★ Pre-employment
- ★ Mid level
- ★ Entry level
- ★ Senior level

Technical Skills

Organisational skills
 Good time management
 Computer skills
 Literacy & numeracy skills
 Planning skills
 Record keeping skills
 Health & Safety
 Clear understanding of the conditions of employment
 Good computer literacy
 Strong computer skills
 Write monthly reports
 Create, input and revise budgets
 Develop systems & processes
 HR skills & knowledge
 Understanding of Service Tenancy laws
 Record & Report for compliance

- Health & Safety
- Regional Council requirements
- National requirements – Essential Freshwater
- Water takes & quality
- Nitrogen leaching
- Fencing & Riparian Planting

 NAIT compliance tasks
 Monitoring KPIs on farm/for the business
 Develop bank proposals
 Strategic planning/thinking
 Analytical expertise
 Advanced HR skills & knowledge/mentor/coach
 Compliance monitoring and reporting skills
 Business review skills
 Marketing skills
 Contract negotiation skills

Roles

Pay roll administrator
 On-farm Safety Officer

Regional Council Compliance Officer
 Worksafe Inspector
 Administrator: accounting, payroll, invoicing, GST
 Dairy Farm Assessor
 Operations Manager
 Block Manager

Farm Manager
 Farm Business Manager
 Contract Milker
 Consultant to the business
 50/50 Sharemilker
 Equity Partner
 Farm Owner

Agricultural Support Roles

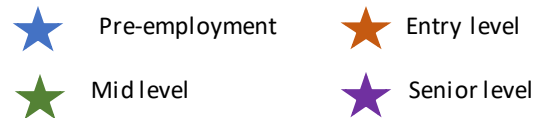
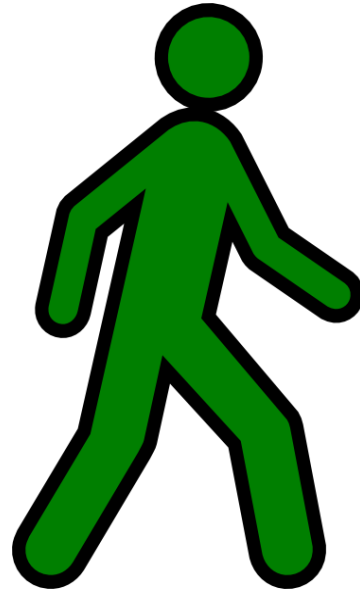
Soft Skills

Good communication skills
Flexibility including availability
Reliable/self-management (e.g. being at work on time)
Honest
Able to follow instructions
Responsible for self and others
Willingness to learn
Be alcohol and drug free
Attention to detail

Teamwork & work independently
Customer Service skills
Positive attitude
Show respect and self-awareness

Show initiative
Relationship building skills
Able to work unsupervised
Strong communication skills
Problem solving skills
Leadership skills
Strong customer service skills
Ability to multi-task
Calm under pressure

Sound decision making skills



Technical Skills

First Aid Certificate
Able to follow instructions
Organisational skills
Good time management
Computer skills
Literacy & numeracy skills

Planning skills
Record keeping skills
Health & Safety
Clear understanding of the conditions of employment

Able to prioritise
Ability to manage staff
Performance management
Strong planning skills
Strong computer skills
Prioritisation skills
HR skills & knowledge
Budgeting

Strategic thinking
Analytical skills
Solution focused

Roles

First Aider

Rural Support Volunteer
Volunteer Fire Fighter
Trainer
Assessors
Mentor
Drug and Alcohol Tester

Medical:

- Rural support Trust
- Farm Strong

Educational:

- Tutor
- Training Adviser

Medical:

- Mental Health provider
- Rural District Nurse
- Plunket Nurse
- Hauora Health Specialist
- Rural GP

Educational:

- Developer
- Researcher