



WHO WE ARE

Buccleuch is a diverse and innovative business with a passion for sustainable land use in rural Britain. People are at the heart of Buccleuch, in particular, colleagues, tenants, customers and visitors. Our commercial enterprises, including leisure & hospitality, agriculture, forestry, energy, rural estates property and commercial property, provide approximately 500 jobs in local communities.

Bowhill's farming operation on our Borders Estate covers 18,000 acres rearing cattle, sheep, and deer for major supermarket chains, as well as being home to an anaerobic digester and Freedom Foods accredited egg-laying enterprise.

For more information about us, and what we do, look at our website here:

www.buccleuch.com



OUR VALUES



- We treat each other with respect
- We do our best for customers
- We care about our communities
- We actively manage our impact on the environment

THE ROLE

Role title	Tractor Driver / Stockperson	Perm/temp	Permanent
Location	Borders Estate, Bowhill	Hours per week	39 (basic)
Start date	ASAP	Manager's role	Farm Manager

The Stockperson will manage cattle at Carterhaugh Farm to maximise profitability while ensuring the highest standards of welfare, hygiene and safety are maintained. Due to the animal welfare aspect of the role, it is a requirement that the Tractor Driver/Stockperson lives in close proximity to the estate, there is also accommodation available with this role.

In this role you will:

- Carry out tractor work with responsibility for the feeding of all stock and managing the feed mill/mixing and stores.
- Update the Farm Manager of progress on a daily basis, producing regular reports.
- As a key member of the emergency/security team, attend for duty in the event of the alarms sounding and take appropriate action (call/assist emergency services, block roads/access as necessary and guard valuable items until they can be secured).

Specific responsibilities:

- Update Agriwebb field movements, deaths, sales and feed allocations within 24 hours of completing the movement task or notify manager accordingly.
- Plan and carry out cultivation work accordingly to fit in with weather conditions. All seed/spray sheets to be completed within 6 days from the end of the month.
- Ensure finishing cattle perform above average (ideally within top third for mortality rates).
- Manage the feed house and record all mixes made on a daily basis, completing feed sheets within 3 days of the end of the month and ensuring that records of feed allocation to stock are maintained accurately.
- Liaise with the shepherds/stockmen to feed sheep/cattle through the TMR system.
- Maintain electric fence at Carterhaugh.
- Complete timesheets for submission to payroll by the 12th of each month.
- Contact Assistant Manager/Manager with regard to arranging non-emergency veterinary visits, feed blocks, minerals and calf creep orders, notify of other emergency call outs and veterinary treatments.
- Carry out all daily maintenance and health and safety checks on machinery before use (including greasing/oiling once a week during winter) and ensure that detailed machinery checks are recorded on our app system and synced over Wi-Fi on a weekly basis.
- Report dangerous machinery and ensure all identified faults are repaired before use.
- Adhere to lone working practice conditions as outlined in risk assessments.
- Help and coach junior colleagues (e.g., apprentices) with any day-to-day difficulties in a positive manner.
- Be on permanent call-out for emergencies within farms except for when you are on annual leave. For example, early morning/late evening calving, lambing and dealing with stock when fences have been damaged. In addition, you are required to attend emergencies on the Estate where a tractor is required.
- Keep the yard tidy. Be familiar with, and adhere to our company policies, guidance and practices
- Co-operate with colleagues to ensure that Buccleuch is a safe place to work and visit and report any concerns to a relevant manager or a member of the safety team
- Undertake other duties as may be required from time-to-time and are consistent with the overall responsibilities of the role.

SALARY & BENEFITS

Salary range (dependent on experience)	Competitive salary + overtime
Employer pension contribution (subject to you contributing 3.5%)	5.5%
Annual leave (inclusive of public and statutory holidays)	30 days
Life assurance	2.5 times salary
Other	Rent free accommodation available if required, private health membership

Holidays increase by one day for five years' continuous employment (up to a maximum of 5 additional days) and we offer the opportunity to join a holiday purchase scheme (after one year's employment) along with a pension and cycle to work salary sacrifice schemes.

THE PERSON

We want to hear from candidates who have the skills listed below and who can demonstrate the personal traits and behaviours that are key to success in this role.

Essential skills	Personal traits & behaviours
Excellent communication skills	A can-do attitude and willingness to provide support and assistance to colleagues
Strong organisational skills	Positive and flexible approach and be willing to work out of hours when required
Livestock husbandry	

You should be an experienced herdsman and machinery operator and be able to demonstrate solid experience in a similar Stockperson role.

APPLYING FOR THE ROLE

Sound interesting? If you haven't already applied and think you have the right skills, attitude and experience to join our team, we would love to hear from you! To apply, simply email your CV and a covering letter to our recruitment team at recruitment@bucleuch.com.

If you have any questions about the role, would like this information presented in a different format, or would like more information about our application process, please contact us at recruitment@bucleuch.com.