

Director of Poultry Management for Large Egg Production Company

Kreher's Farm Fresh Eggs seeks a Director of Poultry Management (a new position) for its entire egg production operation. The Director of Poultry Management will be a best in class expert in providing leadership and guidance to the Kreher organization in all aspects of flock strain selection, overall health of the flock, and appropriate nutrition, along with being a key contributor in helping the company reach its production and profitability goals.

The Company

Kreher's Upstate New York family farm is owned and operated by the third generation of family farmers. Kreher's (www.krehereggs.com) has been producing eggs for decades with a focus on providing the freshest and tastiest eggs to regional grocers. Today, Kreher's is proud to offer a variety of eggs, including cage-free, cage-free organic and traditional. Kreher's Farm Fresh Eggs' mission is to produce the finest, freshest quality eggs. Kreher's eggs meet the highest quality assurance standards, and every aspect of production is constantly monitored and managed. Kreher's Farm Fresh Eggs has been awarded the Eggland's Best Annual Quality Award more than any other franchisee and seeks to maintain that status.

Position Overview

The Director of Poultry Management will be a staff position with overall responsibility for all aspects of managing the pullets and layers on all Kreher entity farms which currently are Kreher's Farm Fresh Eggs, LLC (Clarence, NY); Wayne County Eggs, LLC (Wolcott, NY); and Kreher's Sunrise Farm, LLC (Alabama, NY). The Kreher operations are a family farm, committed to doing things the right way.

Position responsibilities

- Directs flock management, planning and scheduling to ensure optimal egg production and coordination across all farms for profit maximization and work flow optimization, as well as management purposes.
- Manages the nutrition program which includes working with the outside nutritionist for diet formulation and coordination with the feed mills.
- Manages the vaccination program; Selects the strains of hens; Schedules all flock replacements.
- Provides flock performance input and poultry management guidance to the Pullet and Layer Managers.
- Works with the professional consultants retained by the farm, in addition to the nutritionist, including benchmarking consultants, on making critical management decisions.
- Works with the Owners (7 active "Partners") and Farm General Managers, ultimately assuming flock management and planning after a training period.
- Monitors animal health and productivity for approximately 1,800,000 laying hens (including 300,000+ organic) and 600,000 pullets (including 100,000 organic).
- Keeps current on best in class practices and methods, as well as new developments relating to animal health and nutrition, and egg production and quality.
- Closely monitors animal production measurements and implements necessary changes to ensure optimal long term economic outcomes.
- Leads by example, and is a team player. Plays a key role on the farm management team.
- Meets established goals for the farm and assists in setting goals for the future.
- Oversees analysis reports, and benchmarks productivity, expenses, and profitability of the flocks.
- Manages flock records, analyzes reports, and is responsible for creating and implementing schedules, including flock replacement, lighting, and vaccination schedules.
- Maintains a constructive and effective relationship with production and pullet managers to ensure that husbandry practices and other poultry care practices are being properly implemented.
- Assists in the development of strategic plans to increase profitability.
- Manages (dotted line) two pullet managers at each of the Clarence and Alabama, NY sites, one or two production managers at the same sites, and coordinates with the General Manager with respect to the production and pullet management personnel at the Wolcott site.

Other position parameters

- The role reports to Kurt Kreher, one of the Partners.
- The position does not have direct reports, but oversees 5 people on a dotted line basis.
- The post is located in Clarence, NY, a suburb of Buffalo.
- Travel as required to two additional farms, and to industry and technical events and conferences.

Candidate Profile

The successful candidate will strive to optimize the profitability of egg production while also meeting Kreher's high standards for egg quality, food safety, humane animal care, environmental stewardship, and working conditions for the poultry care attendants.

Experience

- Minimum of 10 years of experience in providing technical guidance and leadership for optimizing the long-term return of an egg production operation.
- Developed, managed, and revised as necessary, egg production procedures and processes which improved results.
- Oversaw and monitored animal health and productivity for large (> 1MM layers) egg production business, preferably with multiple locations. Some experience with organic and cage free poultry is highly desirable.
- Directed flock management, planning and scheduling to ensure optimal egg production, while maintaining strict quality and safety standards.
- Worked closely and collaboratively with consultants in a number of areas, including nutrition, bench-marking, poultry health, and poultry selection.
- Managed the flock nutrition program; worked closely with the outside nutritionist for diet formulation and coordination with feed mills.

Skills

- Highly organized; comfortable with technology currently in use and with new technology being introduced; has the ability to interpret and extrapolate from collected data; excellent people management skills.
- Communicates effectively with peers and senior leaders on production planning, farm and flock performance, and animal health and nutrition management decisions.
- Strong background in economics, business management, math and science; deep understanding of live poultry management.
- Analyzes and makes sound business and animal management decisions with confidence in his/her analytical skills; gives appropriate consideration to competing thoughts and conclusions.

Personal characteristics

- Displays the ability to influence others based on personal characteristics and knowledge to achieve results.
- Strategically develops and communicates a vision for the future related to his/her role.
- Develops and maintains effective working relationships with a variety of internal and external stakeholders.
- Able to effectively communicate the impact of his/her recommendations to the bottom line.
- Possesses excellent oral, written and presentation skills.
- Speaks to issues with credibility and conviction.

Education

Bachelor's Degree with a focus in animal science or animal nutrition (or biology). Grounding in economics, including accounting, finance and quantitative decision-making is desired. A Master's Degree is preferred. Otherwise, a proven track record demonstrating skills in these areas will be necessary.

Compensation

Competitive compensation package consisting of base salary, potential bonuses, and attractive benefits and relocation packages.

For consideration as a candidate or to suggest a prospective candidate, please contact in confidence:

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