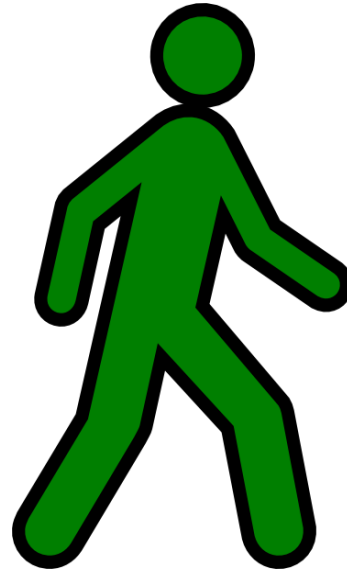


On-farm Agriculture Roles

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

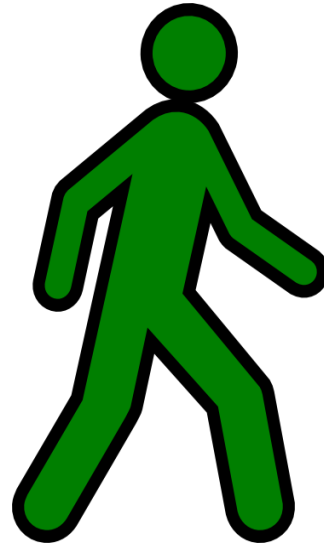
Work experience on farm

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

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

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

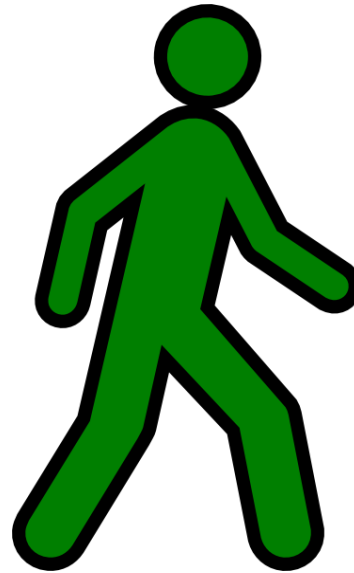
Good communication skills – verbal & written
Reliable/self-management (e.g. being at work on time)

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



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

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

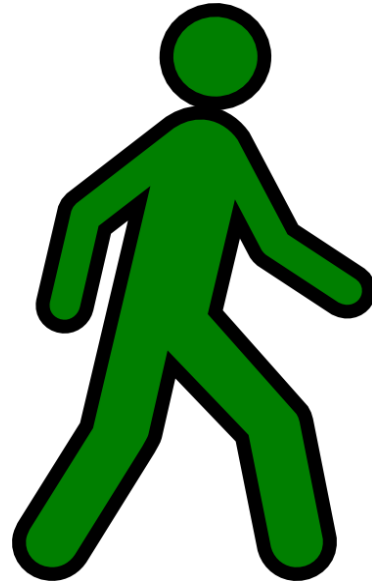
Rural Supply Store
Riparian Planter
Technical Sales Adviser
Diesel Mechanic
Irrigation Services
Dairyshed/Plant Repairs
Tyre Supplier
Fuel Tank Driver
Milk Tanker Driver
Stock Truck Driver
Digger Operator
Sheep Scanning
Stock Agent
Fertiliser Spreading (Truck, Helicopter, Plane)
Spraying Contractor
• 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
- ★ Tertiary level
- ★ Employment
- ★ 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

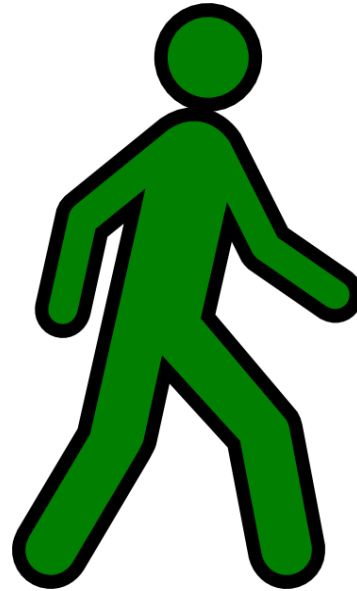
Roles

- 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

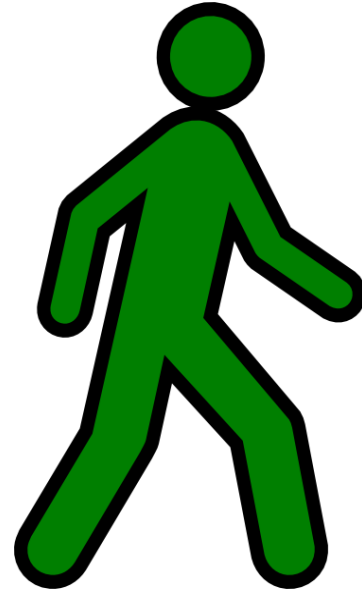
Soft Skills

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



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

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