

## Goatherd

The goatherd, under the supervision of the ecologist, oversees the land bank's livestock herd and ensures that the herd implements and advances the land bank's ecological goals on its various properties while remaining well and safe. The goatherd has demonstrated skills in livestock management, pays close attention to detail and follows direction well.

### *responsibilities*

#### 1. Pasture rotation

The goatherd prepares the successive pastures that will be receiving the goats and then migrates them through these pastures at rates determined by the ecologist. This includes, but is not limited to, cutting grid lines in vegetation of varying densities; installing electric fences; preventing herd dispersal by monitoring the fences to be sure that they are adequately energized; and, if necessary, retrieving stray animals.

#### 2. Hydration and nutrition

The goatherd ensures:

- [a] that adequate graze is available at all time to the animals and, when they are not on pasture, the goatherd arranges for regular delivery and distribution of hay; and
- [b] that water is accessible to the animals at all time; and
- [c] that minerals, in sufficient quantity and balance, are supplied to the herd as needed.

#### 3. Health management

The goatherd observes the health and well-being of the herd and each animal; and organizes and implements the following on a "best-practices" basis: hoof trimming; vaccinations; soil sampling, followed by worming and other parasite control measures, including FAMACHA screenings; and any other prudent health screenings.

#### 4. Herd management

The goatherd, upon a determination by the ecologist that the herd size should be increased or decreased, organizes and conducts the following: breeding, including insemination and gelding; auctioning; and culling.

5. Regular oversight

The goatherd ensures that the livestock are never without responsible oversight, either in person on an as-needed “on-call” basis or via suitable coverage on those occasions when the goatherd is unavailable.

Ideally, the goatherd will reside in the land bank’s rustic Wapatequa Woods cottage on a year-round basis but, if not, the goatherd will reside there during the off-season while the herd is resident there; in any event and during such time, the goatherd will pay to the land bank a reasonable monthly rent.

6. Record-keeping

The goatherd keeps thorough and accurate records of all data relating to the herd and its activities.

*working conditions*

The ecologist and goatherd shall regularly confer as to the herd’s regular weekly schedule.

full-time; work hours to be irregularly spaced over week

When the goatherd uses a personal vehicle during the work day for land bank business, reimbursement shall be made by the commission at the then-current federal rate.

*remuneration*

salaried; consult Employee Remuneration Classification chart

This description generally portrays the work expected of the goatherd. The goatherd may, from time to time, be required by the ecologist to perform tasks at a higher skill level or at a lower skill level than that described herein. Although the land bank makes every effort to accommodate individual preferences, agency needs may at times make the following conditions mandatory: off-hours response to emergency situations or quandaries, shift work, a rotating work schedule, or a work schedule other than Monday through Friday. All land bank positions are for no guaranteed period of time and the commission may change wages, benefits and conditions at any time.

Work performance evaluations will be conducted annually by the ecologist. This job description will also be reviewed annually.

*approved by vote of the land bank commission: August 3, 2020*