

# **NOW HIRING**

## **RANCH MANAGER (5,000+ ACRE CATTLE & SHEEP OPERATION)**

### **GLIDE, OR**

#### **Overview**

Lone Rock Resources and the Sohn family have owned and operated the Mont Alto Ranch in Glide, Oregon since 1974. This ranch is a world class operation that is widely recognized for excellence in animal husbandry. Specifically, the ranch has partnered with Oregon State University for 7 years to use Mont Alto's lambing barn as an experiential education opportunity for agricultural students. The ranch operations consist of 5,500 acres and we average 675 head of mother cows and 1,800 head of ewes in a full cow/calving and sheep/lambing operation. The operation provides a unique opportunity for a qualified on-site, working Ranch Manager to run one of the most unique ranch operations in the Pacific Northwest, and primary sheep and cattle producers, in the Pacific Northwest. The Mont Alto is located on the West side of the Cascade mountains. The position of Ranch Manager reports directly to the President and CEO of Lone Rock Resources and is responsible for all activities on the ranch.

#### **Job Responsibilities**

- **Oversee day to day operations and planning**  
The Ranch Manager will oversee a staff of two full time salaried employees, develop daily and weekly workplans and ensure the daily ranch operations run smoothly.
- **Understanding of soils and crop management**  
The Ranch Manager will be responsible for soil management and crop production, including irrigation, use of herbicides and pesticides and fertilizers, pasture rejuvenation and seeding.
- **Pasture management and grazing knowledge.**  
The ranch requires an in-depth background and understanding of both rotational grazing and set stocking rates. An individual must be able to identify forage growth rate and grazing need. To capture genetics, one must understand its relationship to managing forages. Cattle and sheep graze and/or browse differently. An extensive knowledge of growing and harvesting silage is required. We produce all the feed for our animals' year-round nutrition.
- **Knowledge of irrigation, water**  
The Ranch Manager will oversee annual system setup, and details of irrigation plans.
- **Animal Husbandry & Animal Science**  
An understanding of genetics is needed to ensure the longevity and health of the herd. It is also important that the Ranch Manager has an understanding of what is working for others in our region and to ensure we are using best practices. They should also have an understanding bull genetics; how to raise Fall calves and Spring lambs using our specifically designed and raised cow herd and flock. The position is responsible for the feeding, health and nutrition of these animals.
- **Experience with Cow/Calf Operation**  
At any given point there can be over 600 mother cows and 75 raised replacement heifers in our Fall calving operation.
- **Experience with Sheep/Lambing Operation**  
We generally run 1700 ewes and ewe lambs through our lambing facility. A key for this position one must have advanced lambing facility experience, knowledge and skills. Our lambing season is 2 full months duration with our facility running 7 days a week.
- **Marketing**  
Must have knowledge in understanding livestock and commodities markets and the ability to market livestock 9-10 months in advance. Must be able to create and implement new and creative marketing strategies.

- **Predator Control**  
With our lambing and calving operations, predator control is a must. Management of our predator control procedures and coordination with federal programs and local operators is an important element of protecting our operation.
- **Communication Skills**  
It is important that the Ranch Manager be able to communicate with our employees, contractors, vendors, buyers and neighbors to ensure a good working relationship. In addition, the Ranch Manager will have an active relationship with the Sohn Family, who occasionally recreate on the ranch property during the year. It will be important that the Ranch Manager be able to communicate effectively with all of the constituents.
- **Economic knowledge**  
A successful candidate will understand the need for marginal analysis in the operation and have a basic understanding of the bookkeeping and accounting. Must be able to research and purchase supplies at minimum costs and for the correct volumes.
- **Mechanical knowledge**  
Some working mechanical knowledge is a benefit to this position. The Ranch Manager needs to be able to understand the equipment necessary for an operation of this size and have some knowledge of purchasing, repairs and service of equipment.
- **Personnel management skills**  
The Ranch Manager must be able to hire, develop and evaluate employees. This includes but not limited to; assessing personnel needs, selecting people to fill those needs, training them to do the job and consistently evaluating and helping them develop.
- **Sense of Ownership**  
It is critical that the Ranch Manager have a sense of ownership of the ranch. This ranch has always operated as a working ranch and not as a corporate ranch. The Ranch Manager should feel a sense of pride in ownership in terms of what they are able to build and accomplish with the ranch.
- **Steward of the Land**  
The Ranch Manager must be steward of the land. The Sohn family has taken great pride in managing the ranch with a high degree of stewardship and care. There is a pride in going the extra step or spending the extra dollar to do the right thing on the land.

## **Compensation & Benefits**

Lone Rock pays competitive wages with an emphasis on incentive-based pay and has excellent employee benefits. The expected compensation and benefits for this position are:

- **Compensation**  
Compensation is negotiable and dependent on experience. Compensation will be a combination of salary and incentive compensation, but designed in a way to substantially reward the ranch manager for financial success.
- **Medical Insurance**  
The Ranch Manager will participate in Lone Rock Resources company health insurance plan. The current plan provides an unmatched level of coverage. The insurance includes full medical, dental, vision, prescription drug, mental health and chiropractic care.
- **401(k)**  
The position will participate in Lone Rock Resources company 401(k) plan (once eligibility is met with minimum service hours). The plan currently includes a company matching contribution which is 100% on the first 3% of contributions and 50% on additional contributions up to 9%. The plan provides a selection of 20+ funds that are selected, monitored and evaluated by Wells Fargo Advisors. The company also offers a discretionary annual profit-sharing program to eligible employees (must meet a minimum hour requirement)

- **Life Insurance**  
Lone Rock Resources life insurance benefits are also extended to this position. This position is eligible for Short-term disability as well as Long-term disability benefits.
- **Housing**  
It is expected that the Ranch Manager will live in the house located on the main ranch property at Mont Alto. The house is in a beautiful setting nestled along the North Umpqua River with ample recreational activities on and around the ranch and neighboring Mt. Scott. The house and its care and maintenance will be covered by the ranch operations and the Ranch Manager will not be charged for this benefit.
- **Vehicle**  
A pickup truck will be provided to the Ranch Manager. The ranch will be responsible for all care, maintenance, insurance, etc. for the truck. The Ranch Manager may use the truck for personal trips (some limitations may apply) and purposes and in such cases, they will be responsible for the fuel.
- **Signing Bonus**  
Mont Alto offers a signing bonus to the Ranch Manager after the successful completion of 180 days of employment.
- **Relocation Expenses**  
The company will reimburse reasonable relocation costs. Total and specifics to be negotiated.

### **Ranch Corporate Structure**

Mont Alto is a subsidiary operation of Lone Rock Resources. Lone Rock Resources is wholly owned by the Sohn Family and was originally founded by Fred Sohn. Those shareholders elect a Board of Directors who are responsible for the overall strategic direction of the company and they are responsible for the company CEO. The Ranch Manager will report directly to the CEO.

### **Timing**

The current Ranch Manager is retiring after 44 years of building, growing and operating the Mont Alto Ranch operation. That retirement is estimated to take place on January 1, 2019. It is anticipated that the company will have a successor hired late this fall and will work with the successor to facilitate a smooth transition. In addition, the retiring Ranch Manager will be available for consultation and advice post-retirement.

Please submit applications and/or resumes to Andrea Kellom, Lone Rock Resources HR Director by close of business, Friday, Oct 12, 2018. Should you have any questions about this posting, please call Andrea.

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