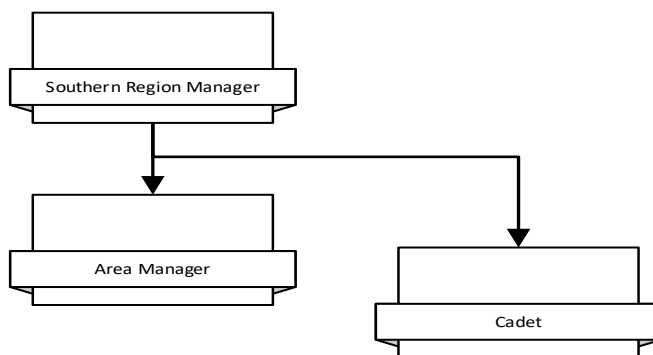


The New Zealand Merino Company Limited (NZM)

JOB DESCRIPTION

Job Title:	Cadet
Team:	ZQ On Farm
Responsible To:	Southern Regional Manager
Job Purpose:	This job exists to: <ul style="list-style-type: none">▪ Be involved in various tasks across different disciplines within NZM to provide a complete view of; procurement, on farm, wool administration, commercial, brands / marketing and science (ZQRX)▪ Assist Area Managers with procuring wool and developing grower relationships
Date:	March 2022

Organisation Context



Key Relationships

External <ul style="list-style-type: none"> ▪ Growers 	Purpose of contact with this person/s <ul style="list-style-type: none"> ▪ Build relationships, providing support and advice.
Internal <ul style="list-style-type: none"> ▪ Southern Regional Manager ▪ Area Managers ▪ NZM teams 	Purpose of contact with this person/s <ul style="list-style-type: none"> ▪ Direct Manager relationship ▪ Learn from and support ▪ Communicate information as required

Financial Responsibilities

See the NZM Delegated Levels of Authority

Key Result Areas

The position of **Cadet** will be exposed to various functions to support teams and learn multiple disciplines. Exact Key Result Areas will be discussed prior to working in each team.

Jobholder is responsible for	Jobholder is successful when
1. Support & Learn from Multiple Teams <ul style="list-style-type: none"> • Spend time learning and supporting various tasks across multiple disciplines within NZM to provide a complete view of; procurement, on farm, wool administration, commercial, brands / marketing and science (ZQRX). • Look for opportunities to add value, learn new systems and / or processes. 	<ul style="list-style-type: none"> • NZM knowledge increases across teams. • Additional responsibilities and tasks provided. • Positive feedback received from teams. • Pitch in and help out no matter what the task.
2. Area Manager Support <ul style="list-style-type: none"> • Learn the Area Manager role. • Spend time in the shed. • Assist Area Managers with driving and administrative tasks. • Assist with developing and maintaining relationships with growers. • Represent NZM at industry events. 	<ul style="list-style-type: none"> • Gain on-farm knowledge and confidence. • Area Managers feel supported.
3. Other Duties, Health & Safety and NZM Policies <ul style="list-style-type: none"> • Duties are not limited to those specified, so further tasks may be assigned on a project or ongoing basis. • Ensure that all Health and Safety requirements as outlined in the Health and Safety policy are complied with. • Ensure all NZM policies are complied with. 	<ul style="list-style-type: none"> • A proactive flexible approach is undertaken to achieve NZMs business objectives. • Awareness of Health and Safety requirements and procedures. • Awareness and compliance with all NZM policies.

Note

The above performance standards are provided as a guide only. The precise performance measures for this position will need further discussion between the jobholder and manager as part of the performance development process.

Work Complexity

Most challenging duties typically undertaken or most complex problems solved:

- Being involved across the business, in a range of tasks.
- Complexities and dynamics of dealing with diverse people.

Person Specification

This section is designed to capture the expertise required for the role at the 100% fully effective level (this does not necessarily reflect what the current jobholder has). This may be a combination of knowledge / experience, qualifications or equivalent level of learning through experience or key skills, attributes or job specific competencies.

Qualifications (or equivalent level of learning)

Essential	Desirable
<ul style="list-style-type: none"> ▪ Agriculture Science or Agriculture Commerce Degree 	<ul style="list-style-type: none"> ▪ Experience working on farm

Knowledge / Experience

Essential	Desirable
<ul style="list-style-type: none"> ▪ Digital Savvy ▪ Farm or agriculture background ▪ Passionate about wool 	

Key Skills / Attributes / Job Specific Competencies

The following levels would typically be expected for the 100% fully effective level:

Expert level	<ul style="list-style-type: none"> • Interpersonal skills • Farm empathy • Attention to detail • Strong team player • Time and priority management • Proactive • Organised
Competent level	<ul style="list-style-type: none"> • Problem solving • Conflict management • Ability to work independently • Communication, both written and oral • Sense of curiosity • Digital • Self starter
Awareness	<ul style="list-style-type: none"> • Innovative • Wool knowledge

Change to job description

From time to time it may be necessary to consider changes in the job description in response to the changing nature of our work environment– including technological requirements or statutory changes. This Job Description may be reviewed as part of the preparation for performance planning for the annual performance cycle or as required.

Approved by

Employee Name

Job Title

Signature

Date

Approved by

Name

Job Title

Signature

Date
