

Station Hand Position Description

Bald Blair Pastoral Co | Guyra NSW

Position	Station Hand
Reports to	Sam and Kirsty White
Location	Bald Blair and associated properties near Guyra NSW
Employment	Full time 40 hours per week plus reasonable overtime as required
Award	Pastoral Award and applicable overtime provisions
Purpose	Complete the practical livestock and property work required for the safe and effective day to day operation of Bald Blair

Position Purpose

The Station Hand works as part of the Bald Blair team to care for livestock, land, infrastructure and equipment across the Angus stud, commercial cattle and sheep operations. This is a hands-on station hand role. It requires dependable practical work, sound judgement, calm livestock handling, accurate communication and pride in completing both routine and seasonal jobs properly.

The role works closely with Sam and Kirsty. Bald Blair will provide clear direction, practical mentoring and opportunities to deepen livestock and farm skills. Greater independence and responsibility will follow demonstrated competence, reliability and good judgement.

Core Responsibilities

Livestock and Stockmanship

- Handle, move, draft and monitor cattle and sheep using calm low-stress stock-handling practices.
- Assist with animal health procedures including vaccination, drenching, castration, branding, lamb marking and other treatments as directed.
- Observe livestock carefully and promptly report health, welfare, condition or behaviour concerns.
- Assist with reproductive, breeding and performance-recording activities, including weighing, scanning, DNA or TSU collection, AI and pregnancy-testing activities according to experience and training.
- Support shearing, crutching, sale preparation, client open days, field days and livestock sales.

Farm and Environmental Work

- Complete fencing, water, trough, pipe, bore and general infrastructure checks and repairs.
- Assist with pasture establishment and assessment, stock feeding, paddock treatments and weed control.
- Safely and respectfully operate utes, buggies, tractors, pumps and other farm equipment safely and within demonstrated competence.
- Complete routine servicing checks, greasing, fuelling, cleaning and care of vehicles, tools and equipment.
- Keep yards, sheds, work sites and shared areas safe, orderly and ready for use.

Records and Communication

- Collect and enter livestock, treatment, movement, pasture and paddock information accurately using the required systems, including Stockbook, AgriWebb and farm records.
- Keep Sam, Kirsty and relevant team members informed about work completed, emerging issues, livestock observations and maintenance needs.
- Participate constructively in team meetings, use agreed communication channels and complete timesheets and required records on time.

Safety and Stewardship

- Follow all work health and safety, biosecurity, animal welfare and environmental procedures and instructions.
- Identify hazards, stop unsafe work and report incidents, damage and near misses promptly and honestly.
- Use chemicals, machinery, vehicles and livestock facilities only when trained, authorised and competent.
- Care for supplied accommodation and surrounding grounds in accordance with the tenancy agreement.

How We Expect You to Work

Bald Blair is looking for a capable station hand whose character is evident in their everyday behaviour. Success in this role means:

- **Reliability** Turn up prepared, follow through and communicate early if something changes.
- **Good attitude** Contribute constructively, especially when the work is repetitive, difficult or affected by weather.
- **Respect** Treat people, livestock, land, accommodation and equipment with care.
- **Coachability** Listen, ask questions, accept feedback and apply what has been learned.
- **Initiative** Notice what needs attention and act within authority without cutting corners.
- **Honesty** Speak up about mistakes, uncertainty, damage, safety issues or animal concerns.
- **Team contribution** Work independently when required while remaining communicative and supportive in a close working team.

Skills Experience and Qualifications

Required

- Demonstrated practical livestock and general farm experience, ideally with cattle. Capability and attitude are more important than an arbitrary number of years.
- Safe, calm livestock-handling skills and commitment to low-stress stock handling.
- Current driver licence and ability to safely operate relevant farm vehicles and equipment.
- Physical capacity to undertake outdoor and manual work in variable New England conditions.
- Ability to follow instructions, work without constant supervision when competent, and maintain accurate basic records.

Desirable

- Certificate III or IV in Agriculture or relevant tertiary study.
- Chemical users certificate.
- Well-controlled working dogs and sound dog-handling practice.
- Experience with seedstock cattle, livestock data, Stockbook, AgriWebb, pasture assessment, AI or pregnancy testing.

Measures of Success

- Livestock are handled calmly and work is completed safely and to the agreed standard.
- Instructions are understood, followed and clarified when necessary.
- Records, timesheets and operational communication are accurate and timely.
- Equipment, vehicles, work areas and accommodation are cared for.
- Feedback is applied and the employee becomes more capable and independent over time.
- The employee is a dependable and respectful contributor to the team and wider business.

Employment Conditions

- Salary will be commensurate with experience and paid in accordance with the Pastoral Award.
- Overtime will be managed and paid in accordance with applicable award and employment arrangements.
- On-farm accommodation is provided under a separate tenancy agreement, with electricity, gas and Wi-Fi supplied. The residence details are to be confirmed in the employment offer.
- A personal vehicle is required for private use; farm vehicles are not provided for personal use.
- Ongoing employment is subject to satisfactory performance, conduct and completion of the agreed probation period.