

Job title: Ranch Manager

Location: Hockley, Texas

The Warren Ranch is a 6,004-acre ranch located in northwest Harris County that sits on the historic Katy Prairie, a prairie wetland complex supporting a large population of migratory birds and other wildlife. The Katy Prairie Conservancy (KPC) is the majority owner of the ranch; there are two other co-owners who are members of the original family who founded the ranch. Currently, the ranch operation is a mix of cow/calf and stockers. There is a hunting lessee on the ranch. The Ranch Manager reports to KPC's Vice President and General Counsel. The Ranch Manager will also work closely with KPC's Conservation Director on issues related to improving and enhancing the natural resource values of the land. He or she will have responsibility of the day-to-day management of the ranch; the Ranch Manager is expected to work as part of a team to achieve the goals established for the ranch and will keep all owners informed of progress.

Essential Duties and Responsibilities

- Manage a healthy and profitable cattle operation.
- Review the current ranch practices and working to implement an ecologically and financially sustainable land management program that will reestablish or restore the native prairie ecosystem, enhance wildlife habitat, enhance water retention, and minimize erosion in the ranch's watershed.
- Develop and implement an annual plan and budget in accordance with long term goals.
- Oversee all ranch-related revenue and expenses.
- Work with the accountant to ensure proper recordkeeping and reporting
- Supervise and train ranch hands or contractors to assist with operations.
- Develop priorities and where appropriate delegate projects to appropriate support resources
- Oversee progress
- Negotiate cattle grazing leases where appropriate
- Negotiate and oversee hunting lease(s)
- Buy and sell cattle to optimize herd size and composition
- Develop markets for ranch calves
- Oversee grass fed beef sales

- Oversee ranch maintenance and management operations, including maintenance of ranch structures and equipment, coordination of contractors, supplies, and all aspects of ranch improvement projects
- Work with the Conservation Director to assess the impacts of projects affecting ranch operations and natural resources, including the stream mitigation project, oil and gas and other mineral activities, and adjacent land use issues
- Recommend new revenue streams as appropriate
- Identify and work with various federal and state programs and report on same
- Communicate with co-owners and others as appropriate
- Adhere to internal policies and procedures
- Perform administrative duties as necessary

Qualifications:

- Bachelor's degree in an agricultural or natural resources management field, or business degree with an agricultural background
- Experience with cow/calf and stocker operations, including
 - Livestock reproduction and genetics
 - Livestock health and nutrition
 - Pasture, forage, and native range management
 - Livestock and product marketing
 - Holistic management practices including Adaptive Multi-Paddock Grazing
 - Current natural resource management tools (prescribed fire, chemical, and mechanical)
 - Land management and maintenance equipment (tractors, bulldozers and attachments)
- Familiarity with USDA programs administered by the FSA and NRCS
- Knowledge of budgeting and financial reporting
- Understanding of natural coastal prairie ecosystem or ability to quickly get up to speed on this ecosystem
- Experience with wildlife management practices and their interaction with agricultural production
- Good interpersonal and communication skills
- Ability to communicate with public both in writing and verbally
- Experience with GPS and GIS mapping applications desired

- Experience with common software applications (Word, Excel, livestock management software)
- Experience, ability, and willingness to perform physical labor as required

Additional Job Information:

Applicant must be willing to work in physically demanding conditions, after hours and weekends, as necessary, in all weather conditions to perform essential job duties. These include the health and welfare of the livestock along with other production and management activities such as hay production and wildlife management activities.

The ideal candidate will understand the balance between having a profitable ranch operation while at the same time ensuring the health of the natural resources found on the ranch. The ideal candidate will be willing to attend classes and workshops to learn new practices, work with others in the agricultural, conservation and ranching community, and explore new ideas and programs that will make the ranch a model enterprise.

Salary

Commensurate with experience. Other benefits include Health Insurance for Employee and participation in the institutional retirement plan. A ranch truck will be provided.

Applicant must have a current driver's license. As an exempt, salaried employee, the Ranch Manager is not eligible for overtime.

If interested, please send cover letter and resume or statement of qualifications to Elisa Donovan at edonovan@katyprairie.org. Candidate will be required to pass background check and provide references upon request.