



TomKat Ranch

TomKat Ranch and TomKat Ranch Educational Foundation Job Title: Ranch Director

ABOUT US

TomKat Ranch is a 1,800-acre, privately held cattle ranch in Pescadero, CA committed to agricultural practices that conserve and enhance critical natural resources. In 2008, its affiliate, the TomKat Ranch Educational Foundation was endowed to broadcast these practices to a wider audience. The staff at the TomKat Ranch and TomKat Ranch Educational Foundation (collectively “the Ranch”) oversee a 100-head grass-fed, grass-finished cattle operation, marketed under LeftCoast GrassFed (<http://www.leftcoastgrassfed.com/>); and research conducted by our conservation partner, PRBO Conservation Science (www.prbo.org). With a \$2 million budget and a staff of nine, the Ranch has undertaken a number of initiatives to develop healthy, regional food systems. In particular, the Ranch has played a key role in designing and implementing a healthy school lunch program in the La Honda-Pescadero Unified School District and is a member of the San Mateo Food System Alliance.

Having been moved by the work of Alan Savory, Julius Ruechel, Joel Salatin and others, the Ranch staff is currently developing a five-year strategic plan to optimize the ecological and economic profitability of the Ranch by producing healthy food in a way that inspires others. This vision is encapsulated in our founding principles, affectionately referred to as the 5 H’s:

- **Happy Cows** – enable cattle to live natural and healthy lives with minimal stress while playing an ecological role (other animals, such as chickens, goats, and pigs have been and will be incorporated over time as part of a stacked agriculture plan).
- **Healthy Wilderness** – maintain a diverse and robust flora and fauna so land and resources such as water, soil and air can be replenished and available to future generations.
- **Holistic Profit** – create economic and ecological sustainability for future generations.
- **Head** – fund and enable innovation, set a good example, experiment, and publish results.
- **Heart** – act in and support our local community so that we all thrive.

Over the next five to ten years, the Ranch would like to establish itself as a leading center for holistic animal and land management research - where new and improved grazing and land management techniques can be tested and shared with other ranchers; where young ranchers, farmers and others can come to learn; and where innovative farm business models can be tested.

JOB DESCRIPTION

The Ranch is seeking an experienced ranch director to help develop and implement a sustainable vision for the Ranch’s future. The ranch director is responsible for managing and making decisions on all aspects of the Ranch operations, leading and managing all Ranch staff, directing the land management program (including animal agriculture), guiding LeftCoast GrassFed to profitability, overseeing the

implementation of an educational outreach program, and managing the \$2 million budget. The ranch director reports to the board of directors of TomKat Ranch Educational Foundation.

Responsibilities Include:

The ranch director will be responsible for all duties outlined below and other responsibilities as determined by the board of directors.

Strategic Planning

- Complete the development of and implement a five year strategic plan, including:
 - The design and implementation of a stacked agriculture plan (animal and production agriculture);
 - Working with PRBO Conservation Science and its onsite staff to implement a scientific research plan that combines monitoring and testing with the goal of managing and enhancing agricultural production and natural resources, making those results available to others;
 - An educational outreach program that leverages the Ranch’s impact and establishes the Ranch as a leading example of holistic land management and animal agriculture that can be implemented by others; and
 - Developing other programs as needed to realize the Ranch’s mission and vision.
- Develop, with staff, specific measurable goals for all major aspects of Ranch operations, conduct annual/regular reviews on goals, and regularly track staff progress towards goals.

Management and Ranch Operations

- Supervise, recruit, and manage a diverse staff with a supportive, collaborative and creative spirit as a “leader of leaders.”
- Direct the land management, cattle grazing, and stacked agriculture plan in a manner that supports the 5 H’s and achieves replicable and sustainable profit.
- Oversee the LeftCoast GrassFed business as it builds its brand and achieves profitability.
- Implement effective management practices and controls into the Ranch businesses, programs, and activities.
- Conduct annual reviews of staff including salaries (within organizational guidelines).
- Oversee the financial management of the Ranch, including the annual budgeting process, monthly reconciliations, and forecasting.

Communication

- Represent the Ranch, as appropriate, with ranching and farming groups, environmental organizations, sustainable food groups, university researchers, government agency heads, legislators and other organizations with which the Ranch interacts.
- Develop alliances with a range of organizations, including PRBO Conservation Science, the University of California, the La Honda Pescadero Unified School District, the California Rangeland Conservation Coalition, the Natural Resource Conservation Service, and the San Mateo Resource Conservation District to promote holistic land management and the development of healthy regional food systems.
- Report on Ranch operations, budgets, progress towards goals, etc. to the board of directors.

QUALIFICATIONS

Experience

- Proven manager with excellent leadership and operational skills and a strong track record of building successful organizations with a preference for experience in holistic management practices.
- Extensive experience working with and managing a diverse group of people ranging from conventional growers and ranchers to environmentalists and activists, from university scientists to government employees.
- Proven success in developing and implementing successful marketing strategies.
- Strong finance, systems control, and budgeting skills.
- Experience running a holistic ranch, environmental organization, sustainable food systems group, or similar organization.
- Outstanding verbal and written communication skills.

Education

- A bachelor's degree with additional 5-10 years' experience in agroecology, range ecology and management, natural resources management, environmental management, conservation, sustainable food systems or related fields highly desirable.

SALARY, BENEFITS, AND WORKING CONDITIONS

Starting salary range is \$100,000 to \$125,000 based upon experience. Benefits include housing with space for horses possible, health care coverage (with coverage for dependents), and a 401(k) retirement plan.

This position requires some travel and as a senior leadership role, involves long hours and some weekends. It is based at the TomKat Ranch in Pescadero, CA (San Mateo County).

To apply, please email a resume and cover letter to jobs@tomkattrust.org by February 15, 2012.