

Grama Grass & Livestock Grazier Job Description:

Company Overview:

[Grama Grass & Livestock](#) (“Grama Grass”) is a dynamic and growing regenerative meat business nestled in the high prairie, along the foothills of the Rocky Mountains, in Boulder, Colorado. Grama Grass & Livestock seeks to create a profitable business that restores and rebuilds native ecosystems by operating in harmony with the needs of the land and its inhabitants.



To do this Grama Grass has created various opportunities by partnering with private entities, public governments, and non-governmental organizations.

These partnerships have not only created land access for Grama Grass, but also allow Grama Grass to work on the frontlines of various regenerative agricultural opportunities. These include, but are not limited to grazing for fire mitigation and weed reduction, ecosystem service contracts, working with prairie dog conflict, using mycelium for forest restoration, and creating monitoring programs for our water district.

Grama Grass utilizes animals, primarily cattle, but may include goats, pigs, and poultry, to regeneratively graze the land and produce the highest quality product for the community. Grama Grass aims to become a premier grazer and genuine grass fed beef producer in the Colorado Front Range.

Job Summary:

Grama Grass is looking for a highly motivated and professionally minded individual to fill the position of Grazier. Ideally, you are an agrarian looking to take a step up in your agricultural career and grow with a business; or, alternatively, a business-minded professional looking to apply your acumen to a mission-driven company. This position will be dynamic in nature and oriented to fit the right applicant.

Around 80% of the Grazier position will entail working with native pastures and improved irrigated fields to raise the animals. Tasks will include moving animals using Management-intensive Grazing, understanding cattle health, irrigating the fields, analyzing how Grama Grass’ land management practices affect the fields, and more.

The other 20% of the Grazier position will be dedicated to creating land management plans, working with the Grassland Steward on the monitoring program, assisting with general business tasks, and improving the overall business. In this position, the Grazier will work directly with the Owner of the business to develop key performance indicators that will help define their success with Grama Grass. As the business grows, the Grazier will earn responsibility within Grama Grass. Grama Grass will adjust the role to fit the person.

This role will be located in Boulder, Colorado. It is a full-time position (40 hours/week) with an hourly wage of between \$16 - \$20/hour depending on experience. The Grazier will also have the opportunity for a Revenue Share with Grama Grass. A specific Revenue Share will be created for the Grazier after a 90 day trial period and will be distributed at 6 month intervals. Housing is not provided.

Work days will be flexible, though the expectation is that most days will be regular 8 hour shifts. During the irrigation season, May-October, days may be longer and there will be many days where the Grazier works in the morning and the evening, but is off during the day. This is a year-round position.



Grazier Duties and Responsibilities *(These are listed in order of priority.)*

- Land Management
 - The Grazier will work with the team to develop land management goals and the strategies to achieve these goals for each property Grama Grass manages. The Grazier will then set out to implement these strategies.
 - The Grazier's responsibility will be in the operational aspects of the farm.
 - The Grazier will work with the team to create proper budgets for the Land Management Plans for each property.
 - Livestock Management is a large aspect of our land management strategies.
 - The Grazier will be responsible for the welfare of the animals.
 - This includes setting up grazing plans, moving fences, weighing animals, and ensuring animals have access to water and minerals.
 - The right Grazier candidate will coordinate all these efforts.
 - Water Management is key in our climate.
 - The Grazier will share in responsibility of properly irrigating the fields.
 - Successful candidates will work to understand the various ways we irrigate our fields (flood, gated pipe, sprinkler), the impact of using water efficiently versus effectively, and overall weather patterns that affect our water supply.
- Monitoring
 - The Grazier will work hand in hand with the Grassland Steward on ensuring that the monitoring plan (set up by the Grassland Steward) is followed.
- Cattle Purchasing
 - Depending on the person, the Grazier will contact ranches, study market trends, and purchase cattle who fit the needs of Grama Grass & Livestock.
 - This may also include purchasing hay.

Additional Duties and Responsibilities:

- Attend meetings with the Owner of Grama Grass, Landowners, Organizational Partners, and more
- Assist with maintenance of farm equipment
- Create SMART objectives for profitable aspects of the business
- Create a pathway for your own career within the business

Required Skills:

- Must be able to do physical work in all weather conditions. This includes, but is not limited to shoveling, extended periods of walking or standing, lifting bales, moving gated pipe, carrying fence posts, pounding fence posts, and more
- Attention to detail with problem-solving skills and the ability to think creatively
- Adaptable to change and ambiguity
- Takes ownership of individual assignments and sees them through to completion
- Strong desire to advance and be challenged
- 2 years experience on a farm/ranch with livestock
- Understanding of how to use Google Drive

Preferred Experience:

- Aptitude for business development
- Degree in a business or agricultural related field
- Can drive trailers and drive a manual vehicle

To apply, send a resume, cover letter and three references to the Owner, Andy Breiter, at andy@gramagrasslivestock.com. Deadline to apply is February 1. We hope the right candidate will start in May of 2023.

