

DAIRY MANAGER SCHEME



DMS

ABOUT DMS

DMS is a training organisation working on behalf of its' member businesses to recruit high calibre individuals and develop them into talented and well-trained managers for the large dairy herds of the future.

The unique approach recruits high potential young people with enthusiasm and ambition and provides them with a two-year training programme designed to cover all the disciplines involved with the management of large dairy herds.

On completion of the programme, trainees will have a wide overview of the whole industry and a level of experience, knowledge and maturity that will make them ideal candidates for a responsible role in a dairy herd - something that would not otherwise be expected after two years.

Our aim is to provide our clients with well-trained and experienced dairy herd managers capable of managing high performance 500+ cow herds within 5 years.

Regrettably the dairy industry has failed to attract people able to manage large 500+ cow dairies in the UK and we want to fill this void with people trained to a very high standard, offering a depth of knowledge and skill to the industry which over the last 25 years has been lost. We are interested in promoting expertise and professionalism in large scale dairy management and the potential in the sector for rewarding and well paid jobs.

HOW DOES THE SCHEME WORK?

The scheme combines practical hands-on-experience through four six-month secondments on member's farms, with high quality training both on and off farm. Farmer members sign up to the scheme with DMS, agreeing to offer informative and rewarding placements for the trainees.

The initial DMS recruitment process is rigorous so members can be assured that the placements arriving on their farm are young people with potential, enthusiasm and the right attitude. The training programme is a partnership, requiring flexibility, commitment and input from both sides. The aim is to ensure the trainee has the support needed to develop both personal and professional skills, while meeting the changing demands of the participating farms.

The secondment must be a position of genuine responsibility, a work placement in which the trainee is expected to play a full part in the day to day running of the business, with the support and cooperation of those around them. The idea of the training will be from the bottom up, always with the premise of thinking like a manager. The trainees will have on-going support from DMS and their progress will be closely monitored and evaluated. The trainees will be direct employees of DMS for the course of the scheme and must show commitment to the scheme and training. If a trainee should leave part-way through the scheme then he/she will be responsible for the payment of training courses they have attended to date.

CANDIDATE RECRUITMENT

An intensive selection process ensures only those with real potential are given a place on the scheme. In addition to national advertising, DMS will build strong links with colleges and universities and it is expected that some enquiries may come through word-of-mouth.

- All trainees must have a minimum of an NDA or NVQ3 although ideally candidates will have a Higher National Diploma or Degree in Agriculture or a similar discipline.
- Following the appraisal of CVs, the short listed candidates will attend a professionally managed selection day involving farm business members together with the DMS team.
- Candidates must show a practical hands-on approach to dairy farming as well as being able to assess the bigger picture and evaluate data.
- The candidates must have the ability to work with others and show the aptitude and ambition to manage and lead others.
- They must be open to change, keen to accept demanding roles and be responsible for their own learning and continued improvement in a working environment.



OUTLINE OF THE TRAINING

Formal training will comprise 20 days spread throughout the two year period. Seminars and training days will be led and organised by DMS to cover practical, technical and management subjects.

The order of the training will be as follows:

Three day induction course before starting at host farm

The induction course will allow the trainees to meet each other and for DMS to outline the expectations and responsibilities of the scheme. In addition, the following training will take place:

- First aid / health and safety
- Manual handling
- ATV
- Telescopic handler

First Placement (0-6 months)

- Health and fertility
- AI
- Foot trimming, locomotion and lameness
- Drugs administration
- Introduction to record keeping

Second Placement (6-12 months)

- Forage crops and grassland management
- Nutrition
- Record keeping (Interherd)
- Physical and financial data management

Third Placement (12-18 months)

- Man management and leadership
- Communication and negotiation
- Time management
- Costings and inputs (reconciling)
- Awareness of annual budgets and cashflows

Fourth Placement (18-24 months)

- Strategy awareness
- Basic employment law
- Cross compliance
- DEFRA regulations

DMS will also be responsible for on farm visits to monitor and support candidates over the course of the training programme.

Trainees will have an appraisal with the hosting farm business at the end of each of their six-month placements. These will be carried out to the same criteria to ensure continuity across the scheme and all farm members will have the option of attending training to help them carry out these appraisals.

“The Dairy Manager Scheme is a great example of the dairy industry taking a proactive and collaborative approach to securing a long term supply of highly skilled and qualified managers. Through this scheme the industry can demonstrate to young people that dairying is an attractive career option and in return provides them with the skills to become technically efficient professionals running large commercial businesses.”

Sir Don Curry

FEATURES OF THE PROJECT

There will be a continued supply of high calibre people via the training scheme; both in short term secondments and potential longer term employment. The aim will be to have 12 trainees starting the programme, commencing in July 2009.

- Two year training programme combines practical experience with on and off the job training.
- Successful candidates are employed by DMS and given four six month secondments on four different farms.
- Access to trainees who are keen to accept, and capable of fulfilling, increasingly responsible and challenging positions.
- Unrivalled training scheme of its type in the UK and the opportunity to create a blue print for the industry and encourage people into large dairy herd management.
- DMS will work with its members to match the best person to the job, to ensure the secondments are beneficial for both sides.
- DMS provide support and guidance throughout the training programme and hold regular review sessions and appraisals.
- The formal training will comprise of 20 days spread over the two year period. Seminars and training days will be organised and facilitated by DMS.

BENEFITS TO FARMER MEMBERS

- Young enthusiastic members of staff.
- Security, stability and competency guaranteed for a two year period with good quality members of staff positioned on farm.
- Enables members to realise their long term goals of expansion by having a good team around them.
- Reduces the stress involved with training new staff.
- Spread the risk and cost of in-house training.
- Encouragement of a culture of continuous personal development within the business bringing fresh ideas and experiences.
- An opportunity to employ assistant herd managers at the end of the two year programme, who have a wide range of relevant skills, experience and knowledge.
- Gives you the opportunity to change the route of training within the industry.
- Gives you direct contact with a pool of high calibre individuals who could fill your key positions in the future.

DMS WILL BE RESPONSIBLE FOR

- Administration/payroll
- Recruitment of participating farms and trainees
- Training
- Project management
- Payment of salary
- Monitoring and appraisals
- Marketing and promotion

ANTICIPATED COSTS FOR FARMER MEMBERS

Joining fee	£1,500
Annual fee (paid monthly by direct debit)	£2,375 per month

In addition direct costs incurred through the training programme (e.g. hotel costs for trainees attending DMS courses) will be passed on to members at cost.

TRAINEES WILL RECEIVE

Trainees will receive a salary of:	£ (pro rata)
0-6 months	19,000
6-12 months	20,000
12-18 months	21,000
18-24 months	22,000

* Trainees will be responsible for paying their own utility bills (apart from council tax) and travel costs from within this payment.

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DMS is a joint partnership between Kite Consulting and Marden Management Ltd.



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