Deep Springs Seeks a Ranch Manager

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The Ranch Manager is appointed by the President of Deep Springs, and is directly responsible to the Director of Operations; additionally they work closely with the Farm and Small Animals Managers. In keeping with the educational goals of the College, his/her work with the students is particularly important. The Ranch Manager is both teacher and supervisor whose goal is the strengthening of the capacities of the students to carry responsibility in the areas of labor assigned and the efficient operation of the ranch, consistent with the goals of the College and the Ranch. All students work at least 20 hours per week in positions throughout the college including on the ranch.

The Ranch Manager carries out the following responsibilities, using student labor as well as his/her own:

1. Management of the cattle operation, including:
   
   A. Scheduling and overseeing grazing use, breeding, pregnancy testing, branding, and cattle drives, when possible scheduling these events in consultation with the rest of the coordinating committee.
   
   B. Explaining the ranch operation to new students and community residents, teaching interested students how to participate in key ranch labor, and encouraging and facilitating student participation as possible.
   
   C. Maintaining all ranch records as agreed with supervisor and as necessary to attain USDA Organic certification and for range monitoring on federal lands.
   
   D. Proposing and executing monitoring plans for the USFS and BLM allotments, providing all records to the DSRMT, and completing monitoring each year.
   
   E. Arranging for the sale of calves and culls in the most financially effective manner.
   
   F. Conducting the cattle program in accordance with the college's commitment to low-impact and sustainable grazing practices, modeling proactive environmental management to students.
   
   G. Engaging students as much as possible in the planning and execution of the ranch program.
   
   H. Coordinating cell grazing schedules on ranch in consultation with Farm Manager and moving and handling cattle in cell grazing operation.
   
   I. Oversight of horses, making sure that all operations are humane, safe, efficient, and compliant with state regulations.
   
   J. Supervision of paid staff members, including 1 to 3 cowboys from June through October.
2. Educating the community of students and staff about the ranch operations and the goals and methods used, including:

A. Providing a horseback riding program that makes available to the student body and to interested staff instruction in safe and effective horsemanship and opportunities for students who achieve competence to go horseback riding during their time in the valley.
B. Training, supervising, and evaluating assigned Student Body laborers in their rotation through ranch labor positions.
C. Periodic presentations to the Deep Springs Community
D. Reporting on the ranch operation to Trustees of Deep Springs

3. Implementation of the Injury and Illness Prevention Program for the above areas of responsibility, including equipment training.

4. Planning for the future of all the above operations, in consultation with the President, Director of Operations and Ranch Manager, including yearly and capital budgets for the ranch.

5. Assisting the college’s fundraising staff in the preparation of funding requests involving the ranch.

6. Participating in the Deep Springs community outside of the ranch operations, as described in the Staff Personnel Policy.

Preferred experience and skills:
1. At least five years’ experience with arid lands cattle grazing and familiarity with low-stress handling techniques and basic doctoring.
2. Knowledge of horse care including shoeing.
3. Demonstrated interest and ability in teaching ranching skills, not necessarily in a formal environment.
4. Working knowledge of federal lands bureaucracies and procedures as they relate to grazing on BLM and Forest Service lands.
5. Competence in common computer programs such as Microsoft Word, Excel, and Outlook for communication and record keeping.

Compensation commensurate with demonstrated experience. Compensation includes salary, housing, full board, health insurance and retirement benefits. Total value of compensation package from $42,000 to $62,000. Deep Springs is an equal opportunity employer and does not discriminate on the basis of race, gender, disability, sexuality, religion or political affiliation.
COMPANY DESCRIPTION: Deep Springs College is a private, nonsectarian, fully accredited 2-year college program for academically gifted young men, located on a small cattle-and-alfalfa ranch in a beautiful, remote area of the White Mountains on the California-Nevada border. 26-30 students attend. The program combines rigorous academic coursework with 20-25 hours of physical labor each week. Students milk cows, wash dishes, assist in the office, cook, clean, harvest alfalfa, and tend cattle, horses and gardens. All members of the Deep Springs community--the students, faculty, staff, president, and resident families--take part in fostering and developing community life, at the same time respecting each others' need for privacy.

The college is located in California's Eastern Sierra region on Highway 168, 26 miles east of Big Pine, California, 11 miles from the Nevada state line. Death Valley National Park, Yosemite National Park, Mono Lake, and the Ancient Bristlecone Pine Forest are all within a few hours’ drive. Los Angeles is a 5-hour drive away, Las Vegas is 4 hours; the San Francisco Bay Area is 7-8 hours depending on the season.

For additional information, please contact Padraic MacLeish, Director of Operations, or send a cover letter and resume to staffsearch@deepsprings.edu.

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