

## Animal Health Manager

**Location:** Lakin Group Dairy Sites, Southwest Kansas

**Reports to:** General Manager

### About PACE Ag Group

PACE Ag Group is a network of forward-thinking Midwest farms—Silverstreak Dairies, Lakin Group, Benton Group, and C Dairy—that share leadership, knowledge, resources, and talent. Together, we strive to advance animal health, welfare, and productivity through evidence-based herd management and close collaboration across on-site teams.

### Role Overview

As Animal Health Manager for our Lakin Group facilities, you'll lead day-to-day management of a high-productivity herd. You'll apply your DVM training to welfare, reproduction, nutrition, and biosecurity strategies. Working alongside calf ranch, youngstock, operations, and the general manager, you'll drive results through data-driven decisions and hands-on leadership. This is an opportunity to join a profitable and growing dairy enterprise.

### Key Responsibilities

- Develop and implement herd health protocols, vaccination schedules, and preventive medicine programs
- Monitor herd performance metrics (e.g., milk yield, somatic cell counts, reproduction rates) and initiate corrective actions
- Lead daily rounds: assess cow comfort, transition cow management, feeding efficiency & facility biosecurity
- Oversee calving management, reproductive programs (AI and pregnancy diagnosis), and calf care protocols
- Foster an on-farm culture of continuous improvement through training and mentorship of on-site staff
- Collaborate with nutritionists, consultants, and the broader PACE Ag technical team to optimize overall farm operations



- Maintain accurate health and production records; analyze trends to drive profitability and animal welfare

## Qualifications

### Required:

- Minimum 1 – 2 years of large dairy herd management experience, preferred Doctor of Veterinary Medicine (DVM) — with the ability to become licensed in the state of Kansas
- Strong understanding of dairy nutrition, reproduction, mastitis control, transition cow physiology, and youngstock husbandry
- Proven leadership skills with ability to motivate and train a diverse team
- Excellent communication and record-keeping proficiency

### Desired:

- Passion for sustainable dairy production and continuous learning
- Familiarity with herd-management software (e.g., DairyComp, PC Dart)
- Basic facility-maintenance knowledge and mechanical aptitude
- Commitment to safety protocols and animal welfare standards
- Bilingual in English & Spanish (or willingness to learn)

## Compensation & Benefits

- **Competitive Salary:** Base salary starts at \$120,000 annually, and may increase based on experience and qualifications
- **Health Insurance:** 85% of health insurance premium paid by employer, including coverage for family
- **Paid Time Off**
- **Farm-raised products**

## Work Environment

- Modern multi-site dairy and heifer-rearing facilities within a one-hour radius
- Collaboration with on-site teams: calf ranch staff, youngstock managers, operations leads, and general management



- Close interaction with a network of veterinarians, nutritionists, and industry consultants

## Training & Leadership Philosophy

To cultivate a cohesive, high-performing team, our staff-training approach emphasizes:

- **Collaborative Learning:**
  - Facilitate cross-functional workshops where calf, youngstock, and operations teams share challenges and solutions.
  - Paired or small-group problem solving.
- **Genuine Leadership by Example:**
  - Demonstrate daily the values of transparency, accountability, and respect in every interaction.
  - Invite team feedback on protocols and recognize contributions publicly to build trust.
- **Coaching & Mentorship:**
  - One-on-one weekly check-ins with the General Manager to identify individual strengths, set growth goals, and tailor development plans.
- **Structured shadowing opportunities**—rotate through rounding, breeding, and calving duties.
- **Continuous Feedback Loop:**
  - Weekly team sessions to highlight successes, address roadblocks, and align on priorities.
  - Team retrospectives: What went well? What could improve? How can we support each other?
- **Empowerment & Ownership:**
  - We delegate responsibilities with clear goals & autonomy, then we step back to let staff own their area.
  - We celebrate both individual & team milestones—milking records, low SCC weeks, or safety achievements.
- **Lifelong Learning Culture:**
  - We offer in-house trainings led by veterinarians, nutritionists, and external experts.
  - Continuing education for team members to pursue certifications & workshops throughout the year.



*By embedding these philosophies into daily routines, we'll foster a united, motivated herd-management team—driving both animal welfare and operational excellence.*

### **Why Lakin, Kansas?**

- Tight-knit rural community rich in agricultural heritage
- Low cost of living, perfect for starting or growing a family
- Easy access to hunting, fishing, and year-round outdoor recreation
- Strong support network of local businesses, schools, and community organizations

### **How to Apply**

Please send your resume, cover letter, and three professional references to [Pablo@lakingroup.net](mailto:Pablo@lakingroup.net) with the subject line “Animal Health Manager – Lakin Group”  
Applications will be reviewed on a rolling basis.