

Pit River Mini Mart
Montgomery Creek Market
Chimney Rock Travel Center
Mudslinger Coffee



Kwahn Corporation
PO Box 1087
Burney, CA 96013
(530) 941-5100

Position Description

Position Title: Buffalo Herdsman

Reports To: Kwahn Board of Directors

Classification: Non-Exempt/Full Time

Pay: \$18.00-\$22.00 DOE

Introduction:

The Kwahn Corporation job description is a management tool to help organize duties and provide employees with the employer's expectations with regard to the specific job classification. The duties listed are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is a reasonable assignment for the position. The Buffalo Herdsman, will be responsible for working with the XL Ranch Manager in Alturas to perform all aspects of Buffalo heard management.

Responsibilities:

- Mechanical aptitude and the ability to work with tools of all kinds are valuable skills to maintain and repair machinery needed.
- Managing a buffalo herd is very similar to managing cattle, with the difference that buffalo are always going to be wild animals.
- Having a love for the outdoors, a love for animals, knowledge of range plants and pasture rotation as well as ruminant nutrition are all important to be successful in this job.

- This industry is being transformed by the implementation of science and technology in almost every phase of the process. For example, branding and vaccinating of herds are largely mechanized in cattle operations.
- The use of trucks, portable communications gear, and global positioning equipment now is common and saves valuable time for ranchers and other herd managers.
- On livestock-producing farms and ranches, work goes on throughout the year. Animals, unless they are grazing, must be fed and watered every day.
- Many livestock managers monitor and attend to the health of their herds, which may include assisting in the birthing of animals

Qualifications:

- Bison Behavior and Management
- Understanding the Nature of Buffalo: Buffalo are wild animals.
- Buffalo are athletic animals:
- Buffalo are perfectly adapted to their environment
- Knowledge of Buffalo: hair, metabolism, life span, rutting season, grazing characteristics, bison behavior, herd instincts, self-preservation, pecking order, personality characteristics of Bison, herd management decisions, dehorn or not to dehorn decisions, weaning and creep feeding.
- Have the ability to work effectively with Native American People in a culturally diverse environment.
- Have good time management skills and be able to work under stressful conditions.
- Most herd managers receive their training on the job, often by being raised on a ranch or farm. However, the completion of a 2-year associate degree or a 4-year bachelor's degree at a college of agriculture is becoming increasingly important for those who expect to make a living at ranching or managing herds. Those new to field often spend time working under an experienced rancher to learn how to apply the skills learned through academic training. Those without academic training often take many years to learn how feeding and take care of animals.
- Have the ability to establish and maintain good working relationships with the public, employees, and agencies.
- Must possess verbal and written communication skills as this position works with businesses, and a variety of state, county, federal and tribal entities.
- Have the ability to follow written and oral instructions
- Must possess a California driver's license, a good driving record, and be insurable by the Kwahn Corporation insurance carrier.
- Adhere to all Kwahn policies
- Must successfully pass a pre-employment drug and alcohol screening and be willing to submit to a criminal background check.

Note: This position requires an awareness and deep appreciation of Indian traditions, customs, and socioeconomic need. It requires the ability, at all times, to meet and deal effectively in

contacts with Indian people and organizations. This requires tact, courtesy, confidentiality, discretions, resourcefulness, and good judgment in handling sensitive issues.

The Kwahn Corporation is an Equal Opportunity employer and actively encourages application from all persons regardless of race, color religion, sex, age, national origin, marital status, or ancestry, sexual orientation, sensory, mental, physical, or other non-disqualifying disability. Native Preference: Preference in hiring is given to qualified American Indians in accordance with the Indian Preference Act (Title 25, US Code, Chapter 14, Sub Chapter V, Section 472 & 473).

Acknowledgement: This position description is intended to provide an overview of the requirements of the position. It is not necessarily inclusive and the position may require other essential and/or non-essential functions, tasks, duties, or responsibilities not listed herein. Management reserves the right to add, modify, or exclude any essential requirement at any time with or without notice. Nothing in this position description, or by the completion of any requirement of the job by the employee, is intended to create a contract of employment of any type.