



boughtonhouse.co.uk

Who We Are

Buccleuch is a diverse and innovative business with a passion for sustainable land use in rural Britain. People are at the heart of Buccleuch, in particular, colleagues, tenants, customers and visitors. Our commercial enterprises, including leisure & hospitality, agriculture, forestry, energy, rural estates and commercial property, provide approximately 500 jobs in local communities.

Boughton Estate is a working landscape in the heart of rural Northamptonshire. At its centre lies the magnificent Boughton House, remodelled in the French architectural style towards the end of the 17th century by Ralph, 1st Duke of Montagu. Our in-hand farming operation includes livestock and arable enterprises across 1,500 ha. We are focused on producing lamb through high welfare husbandry on a predominantly forage based system, with all lambs being finished on farm using temporary leys, forage/cover crops incorporated into the arable rotation and permanent pasture.

For more information about us, and what we do, visit our websites:

www.boughtonhouse.co.uk

www.buccleuch.com



BOUGHTON



The Role

ROLE TITLE	Shepherd	CONTRACT	Permanent
LOCATION	Boughton Estate, Kettering	HOURS	40 per week
START DATE	Flexible (ideally by 1 May)	REPORTS TO	Farm Manager

We are looking for an experienced Shepherd to join the team with responsibility for 1,600 Aberfield x Highlander outdoor lambing ewes. Key responsibilities in this role will include:

- Managing sheep to maximise profitability while ensuring high welfare and health & safety standards are maintained
- Supporting the Farm manager in delivering the team's longer-term objectives
- Being a team player and assisting in other areas like cattle work, estate maintenance and tractor driving.

You will find more detail about the day-to-day responsibilities in the Role Specifics section.



BOUGHTON

Role Specifics

On a day-to-day basis, our Shepherd will:

- Manage the welfare and safety of a flock of 1,600 ewes
- Administer vaccinations and other veterinary treatments, updating the Farm Manager accordingly
- Update Agriwebb with field movements and treatments
- Maintain electric fencing and carry out fencing repairs as required
- Use technology and equipment such as Prattley sheep handling systems, Tru-Test products, and FecPak tools
- Prepare feed and water supplies for livestock
- Ensure feed sheets are completed in line with company process
- Ensure that all machinery is kept clean, well maintained and meets stringent standards of health and safety, with greasing/oiling being carried out weekly
- Tractor driving
- General animal husbandry.

We ask all our colleagues to:

- Be familiar with, and adhere to our company policies, guidance and practices
- Co-operate with colleagues to ensure that Buccleuch is a safe place to work and visit, reporting any concerns to a relevant manager or a member of the safety team
- Undertake other duties as may be required from time-to-time and are consistent with the overall responsibilities of the role.



BOUGHTON

The Person

We want to hear from candidates who have the skills listed below and who can demonstrate the personal traits and behaviours that are key to success in this role.

ESSENTIAL SKILLS

- Strong organisational skills with excellent attention to detail
- Confident in the use of farm technology and equipment
- Confident communicator with the ability to maintain excellent working relationships
- Able to adapt to the requirements of a physical role.

PERSONAL TRAITS AND BEHAVIOUR

- Hardworking, a can-do attitude, with flexibility to work extra hours when required
- A willingness to provide support and assistance to colleagues
- A solution focussed approach to problem solving
- Able to contribute to decision making about strategy and direction.

OTHER

- Full UK driving licence
- Livestock experience
- Your own working dogs.



BOUGHTON

Salary and Benefits

- Competitive salary dependent on skills and experience
- Employer pension contribution of 5.5% (subject to you contributing 3.5%)
- 30 days annual leave (inclusive of public and statutory holidays*)
- Life assurance of 2.5 times salary
- Private health
- Dog allowance
- Rent free accommodation

Holidays increase by one day for each five years' continuous employment (up to a maximum of 5 additional days).

We also offer the opportunity to join a holiday purchase scheme (after one year's employment), discounted gym membership and shopping vouchers, pension and cycle to work salary exchange schemes, and provide a range of benefits and resources to support colleague wellbeing at work, including a biennial health check once qualifying age and continuous service criteria are met.



BOUGHTON



Working For Us

- We treat each other with respect
- We do our best for customers
- We care about our community
- We actively manage our impact on the environment

If you join us, you can expect to be busy and challenged, but you'll never find it dull. Colleagues are encouraged to use their initiative and many have had the opportunity to develop their roles. We're particularly committed to safety and wellbeing, and our colleague surveys show that we think this is a great place to work!



COLLEAGUES
CUSTOMERS
COMMUNITIES
ENVIRONMENT

"It is a fantastic company to work for, and people work as a team."

"There are good benefits, and it is a supportive working environment."

"The company really prioritises colleague wellbeing and safety."



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Applying for the Role

Sound interesting? If you haven't already applied and think you have the right skills, attitude and experience to join our team, we want to hear from you! Simply email your CV and a covering letter to our recruitment team at recruitment@buccleuch.com.

We strive to be an inclusive employer, so if it would be helpful to offer any adjustments during the recruitment process, or provide information in a different format, please let us know, and we will do our best to accommodate.



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