



Livestock and Quarantine Manager

Terms of Reference

Closing Date: Position will remain open until filled.

Target Starting Date: First quarter 2018.

LTS seeks an energetic person of integrity who embraces the rigors of the Kenyan bush and is keen to develop and expand his or her experience in the medium to large scale agriculture and livestock sectors. As an employee-owned company, we strive to develop long-term relationships with exceptional opportunities for growth and empowered responsibility.

Background and Site Details

Livestock Trade Services (LTS) is a start-up that will be operating in the livestock export / import sector principally in the Kenya (and Horn of Africa) – Arabian Peninsula and Middle East market axis. Our principal exports will be livestock (sheep, goats, cattle, and camel) and livestock feed. However, we may expand into horticulture and fruit products depending on production economics and market conditions. We will strictly emphasize animal welfare and low stress production and transport to the greatest possible extent.

LTS will develop and operate two state-of-the-art livestock export quarantines and a large farm to raise livestock feed for the export of livestock.

LTS will also develop a farm to scale (15,000 – 20,000 Ha over 5 years) at the edge of the Tana River Delta region and possibly a second smaller one in in Taita-Taveta County. Over time, these will also be used as fattening and finishing areas for livestock and possibly as a new, innovative form of livestock quarantine.

The principle type of agriculture to be practiced will be Regenerative Agriculture, an innovative form of conservation agriculture with a livestock interface which to the greatest extent possible avoids the use of synthetics (fertilizer, pesticides, herbicides, and fungicides).

We will be engaging some aspects of IoT applications (Internet of Things) applications to track livestock movement and health.

LTS seeks up to two Livestock and Export Quarantine Managers to fill the demanding roles outlined in these Terms of Reference.

Responsibilities and Duties

1. Responsible for the smooth running of the livestock export quarantine and livestock fattening and finishing operations.
2. Develop annual budgets and manage the budget to prevent any cost over-runs.
3. Assist in the design of livestock fattening and finishing areas and mobile fencing techniques to permit Holistic Resource Management-style intense grazing of regenerated grasslands and center-pivot irrigation fields. (Highly intense, short period grazing and frequent moves across the pasture).
4. Work closely with the Agricultural Farm Manager to develop innovative ways to fatten, finish and quarantine livestock on regenerated grasslands and fields and pastures under center-pivot irrigation systems.
5. Lead, motivate, and manage all staff to ensure a harmonious work environment and smooth operations.
6. Assist in the development of LTS animal welfare protocols for transportation, fattening and finishing, quarantining, and sea transport of livestock.
7. Identification of appropriate inputs related to animal health diagnostics and treatment and working with LTS procurement staff to obtain and maintain a sufficient stock of quality inputs at all times.
8. Supervise and be responsible for LTS on-ship quarantine maintenance, livestock feeding, and health care.
9. Work with the LTS Agriculture and Farm Manager to design and conduct on-farm research to determine the best livestock feed combinations and cover crops to enable rapid fattening and finishing livestock both on field, in quarantine, and on ship.
10. Maintain a livestock data base through the LTS Animal Passport and Livestock Traceability System that monitors primary livestock disease occurrences and links these to the origin of the livestock.
11. Development and maintenance of a close relationship with the Kenya Department of Veterinary Services to ensure that high quality supervision by GoK staff of the livestock quarantine operations and disease control are practiced at all times.

12. Undertake timely transmission of livestock disease occurrences to the Office of the DVS linking them to livestock origins and encouraging field interventions by the DVS where necessary to prevent outbreaks from developing into epidemics.
13. Immediate notification of any diseases of trade to LTS senior management for direct transmission to the DVS.
14. Supervision of intake examinations for livestock health, disease, specifications, of all livestock arriving for fattening and finishing or quarantine services. Rejection of any livestock that do not meet LTS or importing customer requirements.
15. Develop and test livestock stress reduction techniques to ensure that livestock are kept and transported under as little stress as possible.
16. Responsible for ensuring the health of all livestock.
17. Responsible jointly with the LTS security team for ensuring that all animals are kept secure from wildlife predators and thieves.
18. Supervising any livestock interns who may be conducting research and or working on premise.
19. Ensuring the integrity of the LTS Animal Passport and Livestock Traceability System.
20. Separation of all sick livestock into appropriate isolation areas to prevent any spread of disease.
21. Local area intelligence gathering on current and emerging diseases of livestock and wildlife.
22. Ensuring that no animals enter the quarantine having been from or passed through any area of current transboundary disease outbreaks or epidemics, such as Foot and Mouth Disease, Rift Valley Fever, ORF, pox, etc.).
23. Identifying consultant needs and developing Terms of Reference in collaboration with LTS senior management.
24. In collaboration with LTS management, develop productive collaborative relationships with universities, research institutions and interest groups as appropriate.

Key Qualifications and Experience

1. Extensive livestock experience, especially in ranches or pastoral systems.
2. A first and or graduate degree in Veterinary Medicine is strongly preferred.
3. Extensive experience in developing and managing budgets.
4. Well developed, field-level animal health diagnostic and treatment experience is required.
5. Solid staff management experience.
6. Impeccable integrity and job references.
7. Value-driven leadership qualities with experience leading and motivating skilled and unskilled staff.
8. Self-starting personality
9. Highly communicative to staff and superiors.
10. A curious nature with a research orientation, always seeking a better, more efficient and cost-effective way.
11. Solid computer literacy.

12. Kenyan national preferred, but not required.
13. A desire for a long-term engagement and growing with the company over time.
14. Duly registered and in good standing with the Kenya Veterinary Board and the Kenya Veterinary Association.

Duty Station

The duty station will be either of the LTS activity sites, 1) the Tana River Delta region or 2) the Bachuma - Voi region in Taita Taveta County.

Remuneration and Benefits

1. LTS is an employee owned company. Therefore, beginning the second year of service, all employees will be given LTS shares as part of their remuneration package and the company will be one of partner-owners rather than merely employees. We believe that this can create substantial wealth among our long-term employees at all levels.
2. Remuneration and benefits will be highly competitive compared to current market conditions. LTS seeks those professionals who perform in the top 20% of their peers and thus will compensate better than most comparable positions.

Additional information on LTS may be found on the LTS website <http://LTS-LivestockTradeServices.com>.

Send applications including a letter summarizing experience and stating availability plus an up-to date CV with references to HR@LivestockTradeServices.com.