

Granite Ridge Live Production

Job Title: Farm Tech

Department: Live Production

Reports To: Pullet or Layer Division Manager

Classification: Full-Time, Hourly

Company Overview

Granite Ridge was founded in 2014 by visionary owner **Steven Mast**, with a deep desire to build a family-focused company where his children could work alongside him — learning the values of hard work, integrity, and service. Since then, Granite Ridge has experienced remarkable growth and is set to double its production by 2026.

As a faith-based organization, **Granite Ridge** is built on Christian values. We believe our work is a **calling**, not just a career. Our culture emphasizes collaboration, humility, and a commitment to excellence — principles that foster teamwork, mutual respect, and a workplace where people thrive.

Our tagline, **“Serving more than eggs — a commitment to God, our employees, and our customers,”** reflects the heart of our mission: to honor God through meaningful work, support our employees through growth, and nurture strong, honest relationships with our customers and partner farmers.

Position Summary

The **Farm Tech** serves as the primary bridge between Granite Ridge and our partner farmers, ensuring flock health, regulatory compliance, and a spirit of collaboration that reflects our core values.

This role combines hands-on farm support with relationship development, training, and customer service — ensuring every partner farmer feels equipped, informed, and valued. Reporting to the Pullet or Layer Division Manager, the tech will conduct farm visits, oversee documentation and biosecurity standards, and assist with flock readiness, while also providing proactive communication and training to support ongoing success.

Key Responsibilities & Accountabilities

1. Partner Relationship & Communication

- Serve as the **primary point of contact** for assigned partner farms — providing guidance, encouragement, and support.



440.374.3428



INFO@GraniteRidgeFarm.com

2532 S. Apple Creek Rd. Apple Creek, OH 44606

- Conduct regular **farm visits** (weekly for pullets, monthly for layers) to assess health, cleanliness, and compliance while building trust and rapport.
- Communicate clearly with producers on opportunities for improvement and follow up promptly on outstanding issues.
- Foster a sense of partnership — representing Granite Ridge’s mission and values with professionalism and care.
- Attend or host meetings to share farm updates, feedback, and success stories that strengthen the farmer-company connection.

2. Training & Development

- Support the onboarding and **training of partner farmers** in biosecurity, vaccination, and documentation processes.
- Help develop and deliver **training materials** or hands-on workshops to improve consistency and understanding of production standards.
- Encourage continuous learning by modeling best practices and offering constructive, faith-centered feedback.

3. Flock Health & Biosecurity

- Conduct and record **Avian Influenza testing** and other environmental tests as required.
- Support vaccination crews (pullet division only), ensuring vaccines are properly handled, logged, and inventoried.
- Maintain documentation related to flock health, treatments, and movement — ensuring accuracy and compliance.
- Partner with veterinary and live production teams to ensure prompt reporting of health concerns.

4. Administrative & Record Management

- Oversee **farm paperwork and documentation** including flock data sheets, outdoor access logs, and compliance reports.
- Ensure all data entries and forms are completed on time, accurately, and according to company and regulatory standards.
- Provide regular reporting and updates to management on partner farm performance and readiness.

5. Customer Focus & Representation

- Serve as a **Granite Ridge brand ambassador**, ensuring our partner experience reflects our faith-based culture and commitment to excellence.
- Approach every interaction as a customer service opportunity — listening first, offering solutions, and communicating with grace and integrity.
- Participate in partner events, open houses, and community engagement efforts to strengthen relationships and represent the company mission.

Success Metrics

- 100% completion and accuracy of required testing, swabs, and documentation.

- Positive partner farmer satisfaction and feedback.
 - Demonstrated improvement in farm readiness, compliance, and biosecurity practices.
 - Consistent, timely communication with producers and internal teams.
-

Core Competencies

- **Servant Leadership:** Demonstrates humility, empathy, and a genuine desire to help others succeed.
 - **Reliable & Consistent:** Follows through, communicates proactively, and delivers quality work.
 - **Relationship Builder:** Connects with people easily, communicates with care, and earns trust.
 - **Detail-Oriented:** Ensures accuracy in data, inventory, and compliance documentation.
 - **Mission-Minded:** Works with purpose and gratitude, reflecting the values of Granite Ridge in every task.
 - **Adaptable & Coachable:** Responds to feedback with a learner's mindset and flexibility.
-

Qualifications

- Strong interpersonal, communication, and customer service skills.
 - Comfortable working with live poultry, biosecurity procedures, and farm equipment.
 - Valid driver's license (company vehicle provided for fieldwork).
 - Proficiency with Microsoft Word, Excel, and basic data entry systems.
 - Alignment with Christian values and commitment to a servant-leadership culture.
-

Work Environment & Physical Demands

- Field-based position requiring regular travel to farms.
 - Frequent standing, walking barns, lifting up to 50 lbs., and exposure to live poultry environments.
 - Adherence to strict biosecurity standards, including PPE and **no outside bird contact**.
-

Benefits

- Competitive hourly rate
- Health insurance
- Paid time off and 7 paid holidays
- Professional and personal development opportunities