

**APPLY IN PERSON AT:**  
Human Resource Department  
909 Packerland Drive  
Green Bay, WI 54303



**OR MAIL TO:**  
Human Resource Department  
P.O. Box 365  
Oneida, WI 54155-0365  
Phone: (920) 496-7900  
Fax: (920) 496-7490

**APPLY ONLINE AT:**  
<http://oneida-nsn.gov>

A good mind. A good heart. A strong fire.

**POSITION TITLE:** Agricultural Worker II  
**POSITION NUMBER:** 01948  
**DEPARTMENT:** Farm  
**LOCATION:** N6010 Cty C Seymour WI  
**DIVISION:** Enterprise  
**RESPONSIBLE TO:** Agricultural Supervisor  
**SALARY:** NE3 \$11.58/Hr (NEGOTIABLE DEPENDING ON EDUCATION & EXPERIENCE)  
**(Employees will receive 5% below the negotiated pay rate during their probationary status.)**  
**CLASSIFICATION:** Non-Exempt  
**POSTING DATE:** April 4, 2019  
**CLOSING DATE:** Until Filled  
**Transfer Deadline:** April 11, 2019  
**Proposed Start Date: As Soon As Possible**

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**EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

The Oneida Nation does not discriminate on the basis of race, color, national origin, sex, religion, age or disability status in employment or the provision of services. However, individuals of Indian ancestry and Veterans will be given preference by law in initial employment or re-employment.

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**POSITION SUMMARY**

Under direct supervision of the Agricultural Supervisor, is responsible for hard intensive manual labor required to operate a Livestock/Cash crop Farm. Responsible for all phases of animal care and raising cash crops in accordance with Standard Operating Procedures (SOP). Responsible to have a general understanding of the nature and rhythms of general farm work. During peak planting and harvesting season position is required to work a shift that may include a full seven-day work week and ten to twelve-hour days, provide weekend and holiday coverage on a rotating schedule. No known allergies to animals and crops. This is an agriculturally exempt position. This position is subject to seasonal lay offs and recalls are dependent on the needs of the project. Continuation of this position is contingent upon funding allocations.

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**DUTIES AND RESPONSIBILITIES:**

1. Consult and coordinate the cattle, bison, and farm operations with the supervisor on the Oneida Nation Farm.
2. Drive or operate farm equipment, to plow, plant, or harvest crops.
3. Perform tillage practices, to include no till, min till, and conventional tillage.
4. Work with hydraulic systems.
5. Work with monitoring systems, plant populations, and GPS.
6. Perform basic machine maintenance, to include welding.
7. Perform and ensures proper lubrication of all equipment.
8. Consult and coordinate with the Farm Supervisor decisions as to when to till, seed and harvest.
9. Transition feedlot cattle, bison, and from high forage to a high grain diet.
10. Provide livestock care on a rotating schedule for weekend, holiday and ON Call/ER Coverage.
11. Assist with beef cattle/bison breeding and husbandry.
12. Recognize importance of detailed protocols and records to research.
13. Recognize respiratory illnesses, bloat and other abnormal health or behavior.
14. Understand different forage and cereal grain types and major nutrients provided by each.
15. Record, recognize and communicate daily changes in feed intake, production and body weights of animals.
16. Maintain safe and proper use of, storage bins, silo unloaders, tractors and PTO driven equipment, chain and belt driven equipment, skid steer style loaders, monitoring systems.
17. Practice excellent customer service skills at all times to include, but not limited to addressing customer and employee needs courteously and promptly.
18. Contributes to a team effort and accomplishes related results as required.

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**DUTIES AND RESPONSIBILITIES: (Cont.)**

19. Adhere to all Tribal Personnel Policies and Procedures, Tribal Standard Operating Procedures, and Area and Program Strategic Plans and Policies.
20. Maintain strict department security, confidentiality, and quality to meet professional standards of the department.
21. The above duties and responsibilities are not an all-inclusive list but rather a general representation of the duties and responsibilities associated with this position. The duties and responsibilities will be subject to change based on organizational needs and/or deemed necessary by the supervisor.

**PHYSICAL REQUIREMENTS/WORK ENVIRONMENT:**

1. Frequently sit, bend/stoop, squat, and stand and walk a full eight (8) hour work day and longer.
2. Occasionally crawl, climb heights, reach above shoulder level, crouch, kneel, balance, push/pull, carry up to seventy-four (74) pounds and lift up to one-hundred (100) pounds with assistance.
3. Employee is required to use of both feet and hands for repetitive movement, operating foot controls, simple and firm grasping.
4. Work is generally performed in an agricultural outdoors setting with a moderate noise level. Exposure to natural weather conditions, various dusts and mists, and normal debris and hazards common at farm sites may occur while performing outdoor duties. Prolonged standing and walking may be on uneven surfaces or unstable ground.
5. Must be able to work long hours with a seven (7) day workweek including holidays as the workload dictates and feeding rotating schedule.
6. A Tuberculosis (TB) Screening and/or TB Skin Test is required within thirty (30) days of employment and annually thereafter as required.

**STANDARD QUALIFICATIONS:**

1. Knowledge and ability to drive and properly operate: Heavy Tractor, skid steer, disc bine, chopper, baler, combine, and other heavy field equipment.
2. Knowledge and ability to safely operate and work on, near, or around: Heavy Tractor, skid steer, disc bine, chopper, baler, combine, and other heavy field equipment.
3. Knowledge of Hydraulic, monitoring systems.
4. Knowledge of no till, min till, conventional till.
5. Knowledge of plant population.
6. Knowledge of different forage and cereal grain types and major nutrients provided by each.
7. Knowledge of when to sell cattle, bison and crops.
8. Knowledge of when to plant crops and harvest crops.
9. Knowledge of proper crop storage practices.
10. Knowledge of intramuscularly or intravenously medicine, vaccines, antibiotic treatments and prostaglandin shots.
11. Knowledge of operation of all machinery and equipment.
12. Knowledge to diagnose and repair minor and major break downs, using various hand tools, welding equipment, grinders and saws.
13. Knowledge of proper and safe handling of livestock e.g. cattle, bison etc.
14. Knowledge of reproductive function in beef cattle/bison, especially detecting estrus.
15. Knowledge of normal parturition and ability to assist with abnormal birthing in a proper manner given various circumstances.
16. Skill in mechanical aptitude.
17. Ability to operate chain and belt systems.
18. Ability to transition feedlot cattle from high forage to high grain diet.
19. Ability to supervise and inspect animal health daily and provide routine care and treatment according to the herd health program.
20. Ability to follow directions and work independently is required. Works closely with the Farm Supervisor on the total operation of the Oneida Farms and must be exact in their work and be sure all details are done.
21. Ability to communicate effectively in the English language both verbally and in writing.
22. Ability to work flexible hours and be on call (24) twenty-four-hour days.
23. Ability to establish and maintain productive working relationships with staff, clients, management and other departments as well as external agencies necessary to effectively carry out job duties.
24. Must adhere to strict confidentiality in all matters. **(Must sign a confidentiality statement prior to employment.)**
25. Must be willing and able to obtain additional education and training.
26. Must pass a pre-employment drug screening. Must adhere to the Nation Drug and Alcohol-Free Workplace Policy during the course of employment.

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**STANDARD QUALIFICATIONS: (Cont.)**

27. Must pass a background security check with the Oneida Nation in order to meet the Employment Eligibility Requirements, Tribal/State Compact and/or Oneida Nation Gaming Ordinance as they pertain to the position. A temporary license or Gaming License issued by the Oneida Gaming Commission is required as a condition of employment and continuing employment within the Oneida Nation Gaming Division.
28. A valid, non-probationary driver's license or occupational driver's license is required. Must obtain a Wisconsin non-probationary driver's license or occupational driver's license within thirty (30) days of employment if applicant has an out-of-state driver's license. Must be authorized as eligible to operate a Tribal vehicle under the Oneida Nation's Vehicle Driver Certification and Fleet Management Policy prior to actual start date. Must maintain driver's eligibility as a condition of employment.

**PREFERRED QUALIFICATIONS:**

**Applicants please clearly state on the application/resume if you meet these qualifications.**

1. Two (2) years of experience in agricultural activities.
2. Two (2) years of experience operating heavy equipment.

**MINIMUM QUALIFICATIONS:**

**Applicants please clearly state how you meet these qualifications on the application/resume.**

1. Must be eighteen (18) years of age or older.
2. High School Diploma, HSED Diploma or GED Certification; applicants age 50 (fifty) and older are exempt from this requirement; one (1) year of experience in agricultural farming activities; an equivalent combination of education and experience may be considered.
3. One (1) year work experience working on a farm to include working with cattle.

**ITEMS TO BE SUBMITTED:**

1. **Must provide a copy of diploma, license, degree or certification upon employment.**