



# A RESOLUTION OF THE TRIBAL COUNCIL OF THE DELAWARE TRIBE OF INDIANS TO APPROVE DELAWARE TRIBE RANCH JOB DESCRIPTIONS

## RESOLUTION 2023-05

*Authored by Dana Murrell*

**WHEREAS**, the Delaware Tribal Council is authorized by Article V of the Constitution and Bylaws of the Delaware Tribe of Indians to represent and act in all matters that concern the general welfare of the Tribe; and

**WHEREAS**, pursuant to the Constitution and By-Laws of the Delaware Tribe of Indians, the Tribe's governing body is the Delaware Tribal Council; and

**WHEREAS**, the Delaware Tribal Council is authorized by Article V, Section M. to establish rules to regulate its own proceedings, to appoint subordinate committees, commissions, boards, tribal officials, and employees not otherwise provided for in this Constitution and By-laws and to prescribe their duties, salaries and tenure; and

**WHEREAS**, the Delaware Tribe purchased ranch land in KS that has a need for ranch employees to be on site on a daily basis and these ranch employees need specific job duties to properly maintain and manage the day to day operations of the ranch; and

**WHEREAS**, the Tribal Council has read and reviewed the attached job descriptions prepared for the ranch employees of the Delaware Tribe Ranch.

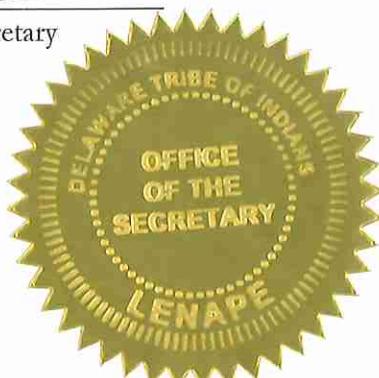
**NOW, THEREFORE, BE IT RESOLVED**, The Delaware Tribal Council of the Delaware Tribe of Indians does hereby authorize and approve the attached job descriptions for the Delaware Tribe Ranch.

### CERTIFICATION

I hereby certify that the foregoing was considered by the Delaware Tribal Council of the Delaware Tribe of Indians and adopted this 18 day of January 2023 with a vote of 7 yes,  
0 no, and 0 abstaining.

  
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Brad KillsCrow, Chief

  
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Attested by: Bruce Martin, Secretary



### Job Description Ranch Manager

- Serves as the primary supervisor of the ranch
- Supervises all steps of ranch production including ranging, as well as any crop production including planting, fertilizing, harvesting and herding.
- Makes decisions about livestock and/or crops by evaluation factors such as market condition, disease, soil conditions, and the availability of federal programs.
- Choose and buy supplies such as seed, fertilizer, and machinery.
- Serves as the sales agent for livestock and crops
- Determine budgets and decide how to store, transport and sell livestock and crops
- Regular inspection of the land
- Maintain and feed livestock
- Maintain ranch equipment
- Maintain ranch facilities, such as water pipes, fences, animal shelters, barns and buildings.
- Record financial, tax, production, and employee information for ranch accountant
- Minimum requirement of 40 hours of on site work

The Ranch manager should have a strong knowledge of bovine nutrition, ration formulation, forage management, body condition scoring, beef sire lines, and bovine genetics. They should be very familiar with the specific needs of young, rapidly growing cattle. Basic computer skills are necessary for record keeping and research. Physical and mental stamina are required for managing the health and quality of the herd, as well as the need to repair machinery and fencing as well as work outdoors. Leadership skills are necessary for managing other ranch workers both full time and temporary employees on site. Familiarity with the herd is necessary for knowing the personalities and habits of each member of the herd and the best management and care methods to apply. Interpersonal skills are required for working with others such as veterinarians, neighboring farmers, Tribal staff, and other ranch staff.

### Educational Requirements

- Degree in animal science, agricultural marketing, agribusiness, or closely related field with 4 years' experience in a ranch, feedlot, or farm business preferred.
- Candidates with 4 years of ranch, agricultural, or feed lot management experience and an additional 4 years of closely related field work experience will be considered.

### Job Description Assistant Ranch Manager

- Serves as the assistant to the primary supervisor of the ranch
- Assists in supervising all steps of ranch production including ranging, as well as any crop production including planting, fertilizing, harvesting and herding.
- Assists in making decisions about livestock and/or crops by evaluation factors such as market condition, disease, soil conditions, and the availability of federal programs.
- Maintain ranch equipment
- Maintain ranch facilities, such as water pipes, fences, animal shelters, barns and buildings.
- Record financial, tax, production, and employee information for ranch accountant
- Daily care for livestock including feeding, cleaning barns, pens and maintaining water sources
- Daily inspection of land
- Other duties as assigned by Ranch Manager
- Minimum requirement of 40 hours of on site work

The Assistant Ranch manager should have a strong knowledge of bovine nutrition, ration formulation, forage management, body condition scoring, beef sire lines, and bovine genetics. They should be very familiar with the specific needs of young, rapidly growing cattle. Basic computer skills are necessary for record keeping and research. Physical and mental stamina are required for managing the health and quality of the herd, as well as the need to repair machinery and fencing as well as work outdoors. Leadership skills are necessary for managing other ranch workers both full time and temporary employees on site in the absence of the Ranch Manager. Familiarity with the herd is necessary for knowing the personalities and habits of each member of the herd and the best management and care methods to apply. Interpersonal skills are required for working with others such as veterinarians, neighboring farmers, Tribal staff, and other ranch staff.

### Educational Requirements

- Degree in animal science, agricultural marketing, agribusiness, or closely related field with 2 years' experience in a ranch, feedlot, or farm business preferred.
- Candidates with 2 years of ranch, agricultural, or feed lot management experience and an additional 2 years of closely related field work experience will be considered.