



## Hy-Line International

<b>JOB TITLE:</b> Flock Crew Technician	<b>LOCATION:</b> Hy-Line International
<b>INCUMBENT:</b> Single	<b>DEPT:</b> Flock Service
<b>REPORTS TO:</b> Flock Crew Manager	<b>STATUS:</b> Non-Exempt
<b>Created:</b> October 2025	<b>Revision Date(s):</b>

**Statement of Purpose:** Maintain the requirements for flock standards and maintain documentation for current flocks. Work with other Flock Crew Technicians on required tasks to ensure tasks are performed to company bio security and welfare standards.

### **ESSENTIAL JOB FUNCTIONS AND RESPONSIBILITIES**

- Motivate Flock Crew to perform daily tasks according to work instructions
- Maintain equipment and shop cleanliness
- Properly vaccinate flocks to maintain disease control
- Inspect flocks for identification when rehousing the flocks to new facility
- Properly transport flocks as required by company housing schedule
- Collect blood samples from selected flocks to confirm genetic purity
- Discard flocks as required by management
- Inspect flocks for identification when rehousing flocks to a new facility
- Responsible for documentation to sustain vaccination, blood testing, pedigree and general production records
- Collect environmental swabs samples as required by management
- Monitor staff to ensure company welfare practices are being followed
- Comply with OSHA, bio-security, and welfare regulations
- Other duties as assigned

### **COMPETENCY and KNOWLEDGE REQUIREMENTS**

- 2-3 years of flock performance knowledge preferred
- Basic computer skills to perform data entry and email and Outlook calendar
- Ability to perform routine clerical paperwork related to flock activities
- Currently hold or the ability to obtain a commercial driver's license (CDL Class B) within

- 90 days of hire
- Obtain certifications in euthanize, animal welfare, and pullorum testing within 90 days of hire

## **Description of Physical and Mental Demands**

Flock Crew Technician

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<b>Position:</b>	<b>Department:</b>
<b>Developed by:</b> HR	<b>Date Created/Revised:</b>

<b>Physical Demands</b>					
On the job time is spent in the following physical activities. The amount of time spent for each physical activity is indicated below					
	None	Up to 10%	Up to 30%	30% - 60%	More than 60%
Standing					
Walking					
Sitting					
Talking and/or Hearing					
Using hands to handle, feel					
Kneeling					
Squatting					
Crouching					
Crawling					
Reaching overhead					
Reaching forward					
Tasting or Smelling					
Climbing Stairs					
Rotating Trunk					
Flexing Trunk					

**This position requires that weight be lifted:**

	None	Up to 10%	Up to 30%	30% - 60%	More than 60%
Up to 10 pounds					
Up to 25 pounds					
Up to 40 pounds					
Up to 50 pounds					
Up to 75 pounds					
Up to 100 pounds					
More than 100 pounds					

FH = Floor to Waist, H = Horizontally, O = Overhead, WA = With Assistance

**This position requires that force be exerted by pushing/pulling:**

	None	Up to 10%	Up to 30%	30% - 60%	More than 60%
Up to 10 pounds					
Up to 25 pounds					
Up to 50 pounds					
Up to 100 pounds					
More than 100 pounds					

WA = With Assistance

**The typical noise level is:**

- ☐ Very Quiet  
☐ Quiet  
☐ Moderate Noise  
☐ Loud Noise  
☐ Very Loud Noise

**Hearing Requirements:**

- ☐ Ability to hear equipment alarms  
☐ Ability to hear person call  
☐ Ability to hear instructions from employees or leaders

<b>Repetitive Motion</b>					
On the job time requires the following hours of repetitive activities:					
	0	1 - 2	3 - 4	5 - 6	7 +
Repetitive use of foot control					
Repetitive use of hands					
Grasping: simple/light					
Grasping: firm/heavy					
Fine dexterity					

R = Right, L = Left, B = Both

<b>Work Environment Conditions</b>					
This job requires exposure to the following environmental conditions. The amount of time spent in these conditions is indicated:					
	None	Up to 5%	Up to 30%	30% - 60%	More than 60%
Wet, humid (non-weather)					
Near moving mechanical parts					
Fumes or airborne particles					
Toxic or caustic chemicals					
Outdoor weather conditions					
Extreme cold (non-weather)					
Extreme heat (non-weather)					
Risk of electrical shock					

**VISION REQUIREMENTS:**

- ☐ Close vision (clear vision at 20 inches or less)  
☐ Distance vision (clear vision at 20 ft or more)  
☐ Peripheral vision (ability to observe an area that can be seen up and down or to the left and right while eyes are fixed on a given point)  
☐ Depth perception (3-dimensional vision, ability to judge distance and spatial relationships)  
☐ Ability to adjust focus (ability to adjust the eye to bring an object into sharp focus)  
☐ No special vision requirements

**OTHER PHYSICAL/MENTAL DEMANDS:**

- ☐ Travel is required:  
☐ less than 50% of the time  
☐ 50% of the time  
☐ More than 50% of the time  
☐ High volume workload  
☐ Mentally stressful conditions  
☐ 25% or less of the time  
☐ 25-50% of the time  
☐ More than 50% of the time

☐ Other:

**Reasonable accommodations will be considered to enable individuals to perform the essential functions of the position.**

I have received a copy of my position description, the responsibilities and requirements of the role and the physical/mental demands of the position. I acknowledge that I am able to perform all of the duties stated with or without reasonable accommodation. Further, I understand I am responsible for notifying my employer if any reasonable accommodations are required for me to perform my duties and responsibilities as outlined.

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Employee Signature

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Date Signed