



Hy-Line International

JOB TITLE: Flock Service Manager	LOCATION: Dallas Center, IA
INCUMBENT: Multiple	DEPT: Flock Service
REPORTS TO: Production Manager	STATUS: Non-Exempt
Created: July 2025	Revision Date(s):

Statement of Purpose: The **Flock Service Manager** is responsible for leading and supporting breeding flock operations across Iowa, Kansas, Nebraska, and other regions as needed. This role ensures the success of flock performance through effective leadership, technical problem-solving, and collaboration with cooperator farms, internal teams, and quality control. By overseeing vaccination schedules, production records, biosecurity, and daily flock management, the Flock Service Manager upholds Hy-Line International's standards for animal welfare, genetic integrity, and operational excellence.

ESSENTIAL JOB FUNCTIONS AND RESPONSIBILITIES

- Provide leadership and Guidance for Cooperators and Flock Services employees
- Prepare reports analyzing employee efficiencies in performing various routine tasks
- Responsible for the flock cycle and husbandry all of Iowa, Kansas, Nebraska and eventually other places, when needed.
- Responsible for documentation and scheduling related to vaccination, blood testing, pedigree, and general production records
- Responsible for application of certain vaccines according to the vaccine plan
- Responsible for tracking and purchase necessary biological, laboratory, and husbandry items available in the inventory
- Knowledge of production maintenance and the ability to repair and troubleshoot equipment
- Ensure genetic integrity of all flocks
- Responsible for feed orders for all cooperator houses that HLI place a breeding flock
- Coordinate efficiencies and propose new opportunities for improved production methods, bird handling, vaccination and washing of barns
- Enhance compliance and quality control initiatives (continual improvement) within the department through employee education and collaboration with Quality department, Hatchery and Internal Veterinarians
- Visit chicken houses daily, working alongside crews to ensure management practices meet or exceed company objectives
- Manage and work alongside crew for bird moves, chick placements and depopulations
- Problem solving technical issues related to bird performance and management to exceed breed standards
- Collaborate and ensure accuracy of flock production data and good practices including body weights, eggs production, weekly disinfection, Biosecurity protocols and Monthly Quality Audits.
- Other duties as assigned

COMPETENCY and KNOWLEDGE REQUIREMENTS

- Requires a 4-year degree with an emphasis in Poultry or Animal Sciences, and at least one year experience managing employees
- Ability to encourage others to communicate effectively, positive and friendly approach, influence and persuade is critical.
- Ability to solve problems and implement corrective action in a timely manner
- Strong leadership and communication skills at all levels
- Highly organized, detailed oriented with effective time management, focusing on priority of workload
- Ability to work with Microsoft Office including Excel, Word, Power point and internal software with logical and detailed analysis of data and processes.
- Meet people with ease and motivation, focus on results and enjoy the challenge of problem solving.
- Ability to train employees, co-operators, and contractors on a regular basis

Description of Physical and Mental Demands

Position: Flock Service Manager	Department: Flock Service
Developed by: Human Resources	Date Created/Revised: July 2025

Physical Demands

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				x	
Walking				x	
Sitting			x		
Talking and/or Hearing					x
Using hands to handle, feel					x
Kneeling				x	
Squatting				x	
Crouching				x	
Crawling				x	
Reaching overhead					x
Reaching forward					x
Tasting or Smelling	x				
Climbing Stairs			x		
Rotating Trunk		x			
Flexing Trunk		x			

This position requires that weight be lifted:

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

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					x
Up to 25 pounds					x
Up to 50 pounds					x
Up to 100 pounds			x		
More than 100 pounds			x		

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

Repetitive Motion

On the job time requires the following hours of repetitive activities:

	0	1 - 2	3 - 4	5 - 6	7 +
Repetitive use of foot control					x
Repetitive use of hands					x
Grasping: simple/light					x
Grasping: firm/heavy					x
Fine dexterity					x

R = Right, L = Left, B = Both

Work Environment Conditions

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)					x
Near moving mechanical parts				x	
Fumes or airborne particles					x
Toxic or caustic chemicals	x				
Outdoor weather conditions				x	
Extreme cold (non-weather)		x			
Extreme heat (non-weather)					x
Risk of electrical shock	x				

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.

Employee Signature

Date Signed