



Senior Animal Welfare Auditor:

Founded in 1974 as a small family operation, Christensen Farms is now one of the largest, integrated food companies in the U.S. pork sector. Located throughout the upper Midwest, CF has operations in Minnesota, Iowa, Illinois, Nebraska, Colorado and South Dakota. A leader in food production for more than 40 years, the Christensen Farms Team is committed to and takes pride in being an industry leader in responsibly producing pork for the noble purpose of providing food to a growing world. We believe in hiring talented people to help us in our mission to deliver a high quality, safe and wholesome pork product to consumers while giving each of our employees the opportunity to be a part of an outstanding and professional work setting.

Position Overview:

This position will be responsible to work with production leadership to support farms by ensuring quality controls are in place to uphold CF and regulatory standards. The Senior Animal Welfare Auditor will provide classroom training to animal caretakers, conduct on-farm assessments/audits, support development of corrective action items and ensure follow up and completion of identified non-compliances. Individuals in this role will be expected to develop strong working relationships with leaders and caretakers to implement solutions ensuring compliance and continuous improvement. The Senior Animal Welfare Auditor will be actively engaged in the training of auditors and provide direction on day to day activities.

Major Areas of Accountability:

- Conduct CF Welfare Program Training for Contract and Employee locations (fulfills PQA Plus requirement)
- Conduct, document and communicate outcome of site assessments and audits of CF welfare standards including but not limited to; animal handling/welfare, euthanasia equipment and food safety. (fulfills PQA Plus requirement).
- Facilitate 3rd party audits as a representative of the Animal Welfare team, differentiating site vs. systemic non-compliances and ensuring adherence to the audit standard.
- Support farms in the development and implementation of corrective actions identified in internal or external audits, and provide follow up to ensure completion.
- With production leadership, participate in monthly, internal animal welfare assessments.
- Support farms by providing specialized training as requested/needed regarding animal welfare practices, including but not limited to animal handling.
- Support training activities of Animal Welfare Auditors and provide direction for day to day activities.
- Lead the development and implementation of programs, protocols and/or policies to drive improvement in animal well-being.
- Participate in animal care investigations as designated, ensuring consistency throughout the organization.
- Other duties as assigned by manager

Management Scope and level of responsibility:

Contributor: Position without direct supervisory responsibility engaging all levels of management

Reports to:

Director of Animal Well-Being

Supervision of Others:

Direct Reports: None

Indirect Reports: None

Specialized or Motorized Equipment, Company Vehicle, Tools and/or Materials:

This position will require operating a company vehicle, or occasional mileage reimbursement. Any employment offer for this position is contingent upon the review of your motor vehicle record (MVR). The MVR will be reviewed to determine insurability based on CFF's insurance carrier and company policy.

Vehicle Licensing Requirements: Class D and proof of insurance

Education, Training and Experience Requirements:

Education: Four-year animal science degree and 5 years production agriculture experience required or 10 years equivalent production experience. TQA, PQA Plus Advisor certification is not needed upon hire but is required to perform job. Livestock and/or relevant industry experience preferred. Bi-lingual (Spanish) speaking a plus.

Individual must demonstrate strong communication and presentation skills to engage caretakers, ensuring comprehension and ultimately influencing behaviors. A successful individual will exercise sound judgement to appropriately identify and escalate issues to ensure compliance at all times. A successful individual will identify system trends and pursue action to impact positive change. Individual must possess personal organization and time management skills with the ability to adapt and function effectively in a fast paced, changing environment.

Physical Requirements:

Occasional, 6-33%	Climbing. Ascending or descending ladders, stairs, scaffolding, ramps, poles and the like, using feet and legs and/or hands and arms.
Unlimited, 67-100%	Bending or stooping. Bending body downward and forward by bending spine at the waist.
Occasional, 6-33%	Kneeling or squatting.
Occasional, 6-33%	Overhead reaching.
Frequent, 34-66%	Standing. Particularly for sustained periods of time.
Occasional, 6-33%	Sitting. Particularly for sustained periods of time.
Unlimited, 67-100%	Walking.
Frequent, 34-66%	Pushing and pulling.
Frequent, 34-66%	Medium. Lifting up to 50 pounds occasionally with frequent lifting and/or carrying of objects weighing up to 25 pounds.
Unlimited, 67-100%	Hearing. Perceiving the nature of sounds at normal speaking levels with or without correction.
Unlimited, 67-100%	Motions of the wrists, hands, and/or fingers (i.e. typing, grasping, or gripping).

The worker is required to have the visual ability to perform an activity such as: preparing and analyzing data and figures; transcribing; viewing a computer terminal; extensive reading; visual inspection involving small defects, small parts, and/or operation of machines (including inspection); using measurement devices; and/or assembly or fabrication parts at distances close to the eyes.

Environmental Working Conditions:

Frequent, 34-66%	Subjected to environmental conditions. Protection from weather conditions but not necessarily from temperature changes.
Rare, 0-5%	Subjected to outside environmental conditions. No effective protection from the weather.
Rare, 0-5%	Subjected to extreme cold. Temperatures typically below 32 degrees Fahrenheit for periods of more than one hour.
Rare, 0-5%	Subjected to extreme heat. Temperatures above 100 degrees Fahrenheit for periods of no more than one hour.

Frequent, 34-66%	Subject to noise. There is sufficient noise to cause the worker to shout in order to be heard above ambient noise level.
Rare, 0-5%	Subjected to vibration. Exposure to oscillating movements of the extremities or whole body.
Rare, 0-5%	Subjected to hazards. Includes a variety of physical conditions such as proximity to moving mechanical parts, moving vehicles, electrical current, working on scaffolding and high places, exposure to high heat or exposure to chemicals.
Unlimited, 67-100%	One or more of the following conditions that affects the respiratory system of the skin: fumes, odors, dust, mists, or gases.
Unlimited, 67-100%	Subjected to common allergens including: penicillin, latex, and/or dust.
Rare, 0-5%	None. The worker is not substantially exposed to adverse environmental conditions (such as in typical office or administrative work.)

This job description is not intended to limit the responsibilities of an employee assigned to this position to those duties listed above. The employee is expected to follow any other instructions and perform any other duties requested by the immediate supervisor or company management. The level of involvement may vary based on company and individual capabilities.