

job ad TEMPLATE

JOB TITLE:

Be sure this clearly explains the role and responsibility level.

Job Title

Labor? Manager? Supervisor?

LOCATION & SCHEDULE:

Where is this job and what is the work schedule?

Location

Where is this job. Be honest about the closest town, distance from it and some amenities.

Schedule

What is the daily and seasonal schedule? Time off? Holidays? Busy and down time?

PAY RANGE:

List the honest range you are willing to pay.

Listing a range attracts better candidates and sets expectations early.

Lower End

What qualifies someone as hireable, but the low end of the pay range?

Middle

What qualifies for mid-range? This should be the person you are looking for.

Experienced

If they "wow" you, you need to reach the higher end of the pay scale.

RESPONSIBILITIES:

List the full array of expected responsibilities. Is this reasonable for one person?

- Managing others?
- Farming?
- Decision making?
- Driving sales?
- Making measured improvements?
- Anything beyond the job title?

REQUIRED EXPERIENCE / TYPE OF CANDIDATE:

What does the candidate need to bring to the table at minimum? What is a bonus?

- Do responsibilities match experience
- How much experience at minimum?
- Does your pay match experience?
- Hiring a family? Or no?
- Hard skills needed?

WHY WORK HERE?

What is the upside beyond a pay check?

What You Provide:

- Horse Feed
- Housing
- Vehicle
- Benefits

What Is Unique:

- Beef or Fuel
- Extra Perks
- Buy In or Equity
- Continuing Education

What's Ahead:

- Advancement
- Other Opportunities
- Future Growth
- Long Term Goals

WOULD YOU APPLY TO THIS JOB BASED ON WHAT'S WRITTEN?

