



Hy-Line International

JOB TITLE: Flock Service Assistant	LOCATION: Hy-Line International
INCUMBENT: Multiple	DEPT: Production
REPORTS TO: Flock Service Manager	STATUS: Non-Exempt
Created: February 2025	Revision Date(s):

Statement of Purpose: The **Flock Service Assistant** plays a critical role in ensuring health, biosecurity, and overall management of poultry flocks. This position requires attention to detail, adaptability, and the ability to work both independently and as part of a team.

ESSENTIAL JOB FUNCTIONS AND RESPONSIBILITIES

- **Vaccinations – Administer spray and water vaccinations effectively.**
- **Audits & Compliance – Conduct detailed farm audits and cooperator training to ensure adherence to protocols.**
- **Record Keeping & Communication – Accurately document activities, observations, and audit results. Proficiency in Excel, Word, and PowerPoint is required for data compilation and reporting.**
- **Sampling & Data Collection – Collect feed, blood, swab, and organ samples as needed; compile rodent control data.**
- **Flock Management – Oversee bird moves, placements, and sorting as required.**
- **Environmental Disinfection – Maintain flock health by implementing disinfection protocols.**
- **Problem-Solving & Adaptability – Ability to work independently, solve challenges efficiently, and adapt to a flexible, constantly changing schedule.**

COMPETENCY and KNOWLEDGE REQUIREMENTS

- HS diploma or equivalent
- Must be able to obtain a valid driver's license.
- Must be able to understand and follow direction, both simple and complex

Description of Physical and Mental Demands

Position: Flock Service Assistant	Department: Production
Developed by: HR	Date Created/Revised: February 20258

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		

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		B			
Grasping: simple/light		B			
Grasping: firm/heavy		B			
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			

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		OFHWA			
Up to 50 pounds		OFHWA			
Up to 75 pounds		OFHWA			
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		WA			
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

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