FOX CREEK DAIRY · FAIRFIELD, IOWA

Assistant Farm Manager

Regenerative Farms of Iowa LLC · Fairfield, Iowa

About Fox Creek Dairy

Fox Creek Dairy is a certified organic, grazing-based dairy being built from the ground up near Fairfield, Iowa. Every lane, waterline, barn, and system on the farm is new, designed from day one with cow comfort, regenerative land management, and long-term sustainability at the center of every decision.

Ground that spent years in CRP is being transitioned through cover crops into perennial pasture, rebuilding soil biology and forage quality as the herd grows into it. Fox Creek is being developed by Regenerative Farms of Iowa LLC as a flagship regenerative dairy, a model for what organic, grass-based dairying can look like at scale in the Midwest.

Construction is underway on the shop and first barn, with **450 heifers arriving December 1, 2026**.

Long-Term Organic Creamery Agreement

Fox Creek Dairy has secured a long-term supply agreement with an established organic creamery, guaranteeing a premium market for the farm's organic milk from day one. We are starting with an all A2/A2-tested herd, a value-add that is key to our purchase agreement. Together with Land to Market regenerative verification, it gives us a real market advantage and strong demand.

The Position: Assistant Farm Manager

This is a founding management role with direct, daily involvement across every area of the operation. The Assistant Farm Manager will help lead the herd from 450 heifers through first lactation and toward 1,000+ milking cows, shaping the systems and standards the farm will run on for years to come.

The role reports directly to the General Manager and will help build and lead a team of approximately 5–10 employees.

Core Responsibilities

- **Breeding:** AI and sexed semen program, and record keeping
- **Milking:** DeLaval 40-stall rotary parlor operations and milk quality
- **Feeding:** ration delivery, bunk management, and transition cow nutrition
- **Bedding:** compost bedded pack barn maintenance and cow comfort
- **Manure:** alley scraping and storage
- **Grazing:** paddock rotation and pasture management

Team Leadership

- Hire, train, and supervise the milking, feeding, and animal care crew
- Build schedules, set expectations, and create a strong, respectful team culture
- Lead by example on cow handling, safety, and attention to detail

Herd & Growth

- Transition 450 heifers into first lactation beginning October 2027
- Grow the herd from its founding base to 1,000+ milking cows
- Herd health protocols and veterinary coordination
- Data-driven management using cow monitoring systems
- Help develop farm SOPs and management protocols

Who We're Looking For

We want a builder: someone who would rather shape the systems than inherit them.

- 2+ years of dairy herd management or herd leadership experience

- Hands-on experience with breeding programs, fresh cow care, and herd health
- Genuine interest in grazing, organic, and regenerative systems
- Comfortable using herd management software and sensor data to make decisions
- Proven ability to lead, train, and hold a team accountable
- Helpful: organic certification experience

5-Year Growth Vision (2026–2031)

Goal	What it means
100% sexed semen program	Accelerate herd genetics and uniformity from year one
Grazing-focused genetics	Strategic Holstein and crossbreeding: A2, moderate-frame cows bred for components and longevity
High-performing grazing herd	Built around efficiency, health, and cow longevity
Heifer retention & growth	Grow from 450 founding heifers to 1,000+ milking cows
Enterprise development	Expand into forage, cover crops, soil amendments, and other on-farm verticals
Second dairy development	Path to a Farm Manager role and cattle equity potential as Fox Creek expands to a second site

The Farm: All-New Build

- 380 acres of pasture, 140 acres in organic transition, plus 400 leased acres (~920 acres total)
- New DeLaval 40-stall rotary milking parlor
- Compost bedded pack barns, focused on cow comfort
- CRP ground transitioning through cover crops to perennial pasture
- New lanes, waterlines, and a full equipment complement
- Automated sort gates and cow monitoring systems
- Feed rail with palpation rail
- Certified organic, grazing-based system

Enterprise Opportunities

Fox Creek is designed as a platform, not just a dairy. The right candidate will have the opportunity to participate in, and help develop, additional on-farm enterprises as the operation grows, including forage production, organic soil amendments, and other diversified verticals aligned with the farm's regenerative model.

Compensation & Benefits

Starting salary: $75,000/year, plus performance bonuses

- **Health insurance**
- **Paid vacation**
- **Farm perks:** cell phone, Kalona SuperNatural products, milk and beef

Equity & Long-Term Growth

- **Second dairy:** a direct path to a Farm Manager role and cattle equity as a second site is developed
- Growth in responsibility and compensation as the operation expands

Technology & Innovation

Fox Creek is building a data-driven, labor-efficient operation from day one. Systems in place or being integrated include:

- **Herd monitoring:** individual cow sensors track rumination, activity, and health in real time, flagging issues before they become problems.
- **Robotic feed pushers:** automated push-up keeps feed within reach around the clock.
- **Agromatic free-feed system:** a feed rail post system built around natural cow behavior, reducing bunk competition and supporting consistent intake.
- **AI-driven data analysis:** an integrated herd, feed, and parlor software stack that turns breeding, feed, and health data into daily decisions.
- **Core Cool cow cooling:** directed high-speed airflow, timed misting, and temperature- and humidity-responsive controls that manage heat stress at the cow, not just the barn.
- **DairyLight photoperiod lighting:** 16–18 hours of cow-specific light, followed by 6–8 hours of near-darkness (with a red-light option for night checks and calving).
- **Wastewater filtration:** vermifiltration and solids separation that dramatically cut lagoon volume and environmental footprint.
- **Regenerative fertility program:** compost extract, microbial inoculants, and on-farm composting that feed fertility back into the pastures the herd grazes.

Fairfield, Iowa: Life & Community

Fairfield is a unique small city in southeast Iowa. It's home to Maharishi International University, a surprisingly vibrant entrepreneurial and arts community, and one of the strongest local food and organic agriculture networks in the Midwest.

For a farm family, Fairfield offers what's increasingly hard to find: affordable land and housing, safe and welcoming neighborhoods, good schools, and a genuine small-town pace of life, all within reach of larger amenities. Nearby are Nauvoo, Illinois, a historic Mississippi River town (about 60 miles), and Iowa City, home of the University of Iowa (about 75 miles). Chicago, Kansas City, and St. Louis are each roughly 3.5 to 4.5 hours away.

It's a region built for people who want to put down roots, raise a family, and be part of building something lasting.

Timeline

When	Milestone
Now	Hiring the founding management team; shop and first barn under construction
Oct/Nov 2026	Ideal start date, on the ground before the heifers arrive
December 1, 2026	450 heifers arrive
October 2027	Calving begins and milking launches
2028–2030	Herd expansion to 1,000+ cows and enterprise growth

Looking for a place to put down roots and build something that lasts? Let's talk.

How to Apply

Send your résumé and a short note about why this role fits you to **michael.b@regenfarmsiowa.com**, or call **435-770-9262**.