

# ***UKHY selection process***



## ***Young breeder competition World Hereford Conference, New Zealand 2020***

***This document outlines the selection process of applicants considering attendance at the World Hereford Conference Young Breeder Competition at the World Hereford Conference in Queenstown, New Zealand 2020.***

### ***Introduction***

The WHC Young Breeder Competition is a team event, four per team, ages 18-30 on the 1<sup>st</sup> March 2020. It will be a seven day event from Saturday 7<sup>th</sup> March to Friday 13<sup>th</sup> March. The competition starts in Queenstown and concludes in Wanaka. The competition will include the following elements and much more; cattle handling- both led and unled, cattle judging, industry related modules, public speaking and quiz night. There will also be farm tours as well as integration into the main conference.

Any changes or information detailed by the organisers as time goes by will be forwarded to all applicants as soon as possible.

## ***Criteria***

Candidates should be able to demonstrate;

- The maturity to be a good ambassador for UK Herefords and UK Hereford Youth.
- An understanding of all of the breed development tools available to us all: past, present and future and how they should be successfully employed.
- Commitment and involvement to UK Hereford Youth.
- An understanding of the Hereford strengths and characteristics (the brand values).
- An understanding of livestock husbandry.
- Competence in handling and show presentation.
- An understanding of breeding programmes, tailored to the supply chain and market requirements.
- The ability/potential to disseminate and apply the messages from New Zealand in their own herds (or those of which they are associated) and to communicate to the wider membership.

## ***Eligibility***

Candidates must;

- Be a member of UK Hereford Youth (UKHY)
- Be aged between 18 – 30 on the 1<sup>st</sup> March 2020
- Be able to attend the Dunbia Assessment Day
- Be able to attend the Final Selection Day at Fluffy Moos
- Complete the Expression of Interest Form, (details below)

## ***‘Mission statement’***

The purpose of the selection process is to select four competent team members who will act as good ambassadors for UK Hereford Youth, the young people of the UK, the Hereford Cattle Society and the breed as a whole.

The successful candidates will be expected to engage with like-minded attendees from around the world during the conference. It is imperative that the

individuals are well presented, well balanced and have the social set to engage, communicate and represent the UK to the best of their ability.

The selection process stated in this document will allow the judging panel to select the most adequate candidates for the conference.

### ***Other comments***

Candidates will be encouraged to take part in as many events and activities during the qualifying period so as to benefit from the experiences gained whether or not selected.

### ***Selection panel***

The selection panel will be appointed by the Hereford Cattle Society.

# Selection process

## 1. Expression of interest (EOI) application form

<p><b>Description of action</b></p>	<p>An application form that will include the following ‘typical’ sections;</p> <ul style="list-style-type: none"> <li>• Personal information (basic details of the candidate; name, DOB, address etc.).</li> <li>• Educational/non-educational background (information on academic achievements, courses taken, qualifications gained).</li> <li>• Work experience (employment history etc.).</li> <li>• Competency-based questions (i.e. why the individual would be a suitable candidate for the team and so on).</li> <li>• Personal statement –to allow the candidate to express themselves.</li> <li>• A section that must be formally signed by an officer of the nearest association/UKHYCO to substantiate the info given by candidates</li> </ul>
<p><b>Purpose of action</b></p>	<ul style="list-style-type: none"> <li>• Allows the panellists to have an overview of the candidates.</li> <li>• Allows the panellists to explore and assess the candidates based on historic involvement with the breed and society.</li> </ul>
<p><b>Other comments</b></p>	<ul style="list-style-type: none"> <li>• The EOI to include a tick box that will require a ‘tick’ if the individual was interested in applying for a ‘team leader’ position.</li> </ul>
<p><b>Deadline for completion</b></p>	<p>30/06/2019</p>
<p><b>Issuing marks</b></p>	<p>Panel Members</p>
<p><b>Responsible for monitoring</b></p>	<p>All EOI’s to be delivered to Hereford House addressed to the UKHY NZ Bursary Selection Panel. UKHYCO will assist all applicants with their applications to ensure they are robust and thorough.</p>
<p><b>Weighting mark</b></p>	<p style="text-align: center;"><b>15%</b></p>

## 2. 'Undercover agent' screening/UKHYCO evaluation form

<p><b>Description of action</b></p>	<ul style="list-style-type: none"> <li>• An evaluation form completed by the UKHYCO in cooperation with an 'undercover agent'.</li> <li>• The undercover agent to be kept anonymous throughout the whole process – to be selected independently (UKHYCO).</li> <li>• Only one undercover agent to be selected to provide consistency during process.</li> <li>• Undercover agent will be present at UKHY events and showing circuits.</li> </ul>
<p><b>Purpose of action</b></p>	<ul style="list-style-type: none"> <li>• Allows the UKHYCO to assist the panel whilst retaining independence</li> <li>• Provides an insight into the candidates' personalities beyond the EOI.</li> <li>• Attending all youth events whilst desirable will not be compulsory for candidates, this would allow further monitoring.</li> </ul>
<p><b>Other comments</b></p>	<ul style="list-style-type: none"> <li>• The evaluation form to include a list of desirable attributes that will be scored from 1 – 5 (5 being outstanding, 4 being competent, 3 being suitable, 2 being poor, 1 being very poor).</li> <li>• The evaluation form to include a section where additional comments can be made to assist further.</li> <li>• Score/mark to be provided by UKHYCO and undercover agent.</li> </ul>
<p><b>Deadline for completion</b></p>	<p>30/08/2019</p>
<p><b>Issuing marks</b></p>	<p>UKHY co-ordinator &amp; undercover agent</p>
<p><b>Responsible for monitoring</b></p>	<p>UKHY co-ordinator &amp; undercover agent</p>
<p><b>Weighting mark</b></p>	<p><b>20%</b></p>

### **3. Dunbia assessment/stockjudging day**

<p><b>Description of action</b></p>	<ul style="list-style-type: none"> <li>• A youth event (assessment day) to be held at Dunbia.</li> <li>• This event will be compulsory for all candidates that that have applied for the bursary.</li> <li>• Day to be focused on stockjudging – live to dead (placings and reasons)</li> <li>• Candidates will be assessed on their stockjudging and general communication skills as well as their presentation, and appearance by Dunbia representatives.</li> </ul>
<p><b>Purpose of action</b></p>	<ul style="list-style-type: none"> <li>• Stockjudging and public speaking will be part of the conference competition so it's imperative that we prepare for both elements.</li> <li>• Allows engagement with candidates.</li> <li>• Great experience for all candidates.</li> <li>• Allows for further assessment of candidates for suitability.</li> </ul>
<p><b>Other comments</b></p>	<ul style="list-style-type: none"> <li>• The morning to include a 'training' session on how to grade live cattle and carcasses and sample reasons.</li> <li>• A lunch during the day to allow for social interaction assessment.</li> <li>• The 25% weighting mark is to be split and allocated evenly across all activities assessed during the day, stockjudging will be one of the activities.</li> </ul>
<p><b>Deadline for completion</b></p>	<p>On date of Dunbia visit - date to be confirmed.</p>
<p><b>Issuing marks</b></p>	<p>Dunbia representatives</p>
<p><b>Responsible for monitoring</b></p>	<p>UKHYWG</p>
<p><b>Weighting mark</b></p>	<p><b>25%</b></p>

#### **4. Fluffy Moos day – other attributes/skill assessment**

<p><b>Description of action</b></p>	<ul style="list-style-type: none"> <li>• A youth event (assessment day) to be held at Fluffy Moos.</li> <li>• Focusing on other elements for the competition; cattle handling and cattle dressing etc.</li> <li>• Teamwork activities/ice breakers in the morning – fun activities that they wouldn't have had time to prepare for i.e. 'surprise events'.</li> <li>• Interviews in the afternoon, practical sessions would fill in the gap between interviews, utilising the time between.</li> </ul>
<p><b>Purpose of action</b></p>	<ul style="list-style-type: none"> <li>• Allows implementation of teamwork activities.</li> <li>• Challenge the finalists via interview.</li> <li>• Assess skills with cattle handling and presentation of animals.</li> </ul>
<p><b>Other comments</b></p>	<ul style="list-style-type: none"> <li>• All those who have indicated on EOI an interest in becoming a team leader will be challenged in this role throughout the day.</li> </ul>
<p><b>Deadline for completion</b></p>	<p>Date to be confirmed, but before end of Sept 2019</p>
<p><b>Issuing marks</b></p>	<p>Panel members</p>
<p><b>Responsible for monitoring</b></p>	<p>UKHYWG</p>
<p><b>Weighting mark</b></p>	<p><b>40%</b></p>

## ***Decision process***

All of the EOI forms will be collated, alongside the UKHYCO evaluation forms and Dunbia assessment reports for final valuation by the panel who will meet together to discuss each candidates' suitability and readiness for further possible training bearing in mind the specification required. The decision of the panel is final. The panel will need to choose the four team members, the leader of the team and one/two 'reserve' team members.

## ***Orientation meeting***

There will be an 'orientation meeting' for those who have been selected onto the team and its reserve members prior to the World Hereford Conference Young Breeder Competition.