



The Fairlight Foundation

Advancing women in agriculture

Prospectus



Mission Statement

To foster and support career advancement of women in the agriculture industry in New Zealand.

Vision

More women as leaders in New Zealand's agriculture industry

Core Values

- Be Community Minded
- Be Professional
- Be Well
- Be Proficient
- Be Lifelong Learners

Strategic intent

- Deliver on-farm residential internships that provide practical, personal and professional skills and knowledge-based training while building confidence, competence and expertise in our interns.
- Identify and provide a range of additional activities designed to meet the needs of women entering or advancing careers in agriculture
- Develop a support network of agriculture sector stakeholders to foster career opportunities for women in agriculture

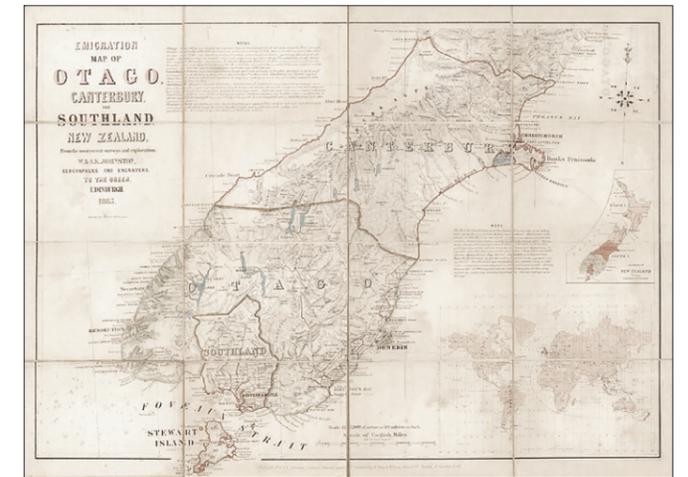
About Fairlight Station

The internships are based at Fairlight Station, Kingston, Northern Southland.

Captain John Howell (1808-1874) from Fairlight, Sussex County, England purchased the original 12,000 ha property near Garston, in Northern Southland from his son-in-law, William Cameron in 1862, and named it Fairlight Station. Subsequently, the Howell family developed the property into one of the first sheep and beef stations in New Zealand. It initially sold produce to gold miners in the Queenstown area. It was later subdivided, with the present station retaining its original name.

The two-story iconic Georgian style homestead at Fairlight, built by Captain Howell, is today a Heritage New Zealand property occupied by station managers Simon and Lou Wright and family.

Fairlight Station was purchased by Doug and Mari Harpur in 2003 as Fairlight Station Ltd. The Wright family became shareholders in 2016. With additional adjacent land purchases Fairlight Station is now 3,800 ha consisting of 500 ha of arable land and 2000 ha of hill country. Current livestock include 2300 red deer hinds, 120 stags and 2000 weaners, 620 beef cows, 25 bulls and 160 calves, and 3600 cross-bred ewes and



1865 map of Otago, Canterbury and Southland

1000 lambing hoggets. The station also has a significant Douglas fir forest.

Fairlight Station Ltd also owns Forest Creek and adjacent Tui Station in the upper Rangitata in Canterbury comprising 4,300 ha running 7500 ewes, 2000 lambing hoggets, 600 fattening cattle and 300 velvet-genetic hinds and 520 velveting stags. The company also has partnership interests in Pahia, a dairy farm in Southland, and Tararua, a sheep/beef/goat farm in the Hakataramea Valley in Canterbury.

Fairlight, ForestCreek/Tui and Tararua are fully integrated for management purposes. The farming operation trades as Fairlight Station LLC.



About the Foundation

Fairlight's owners had been considering setting up a farm training programme based at Fairlight Station for some time.

The concept took a step forward when Simon and Lou Wright's daughter Holly started working for Laura Koot in 2019 at her nearby agritourism business Real Country. Laura, who is passionate about supporting women in agriculture, was running farm skills workshops for young and adult women to help build their confidence. After some animated discussion between the owners of Fairlight Station and Laura, The Fairlight Foundation was born and Laura was brought on board as Executive Director, with overall operational responsibility.

The Fairlight Foundation is a registered charity. It was established in 2020 with the purpose of

advancing women in the agriculture industry in New Zealand. The Foundation is governed by a Board of Trustees to ensure the integrity of its operations and to uphold the 100 year vision of its founders.

The Foundation recognises that women remain under represented in leadership roles in agriculture. It believes that to succeed in the rural industry today, aspiring rural professionals need well rounded practical expertise supported by formal qualifications.

Internships are the foundation's signature programme, aiming to enhance career pathways by immersing women for twelve months in working station life so they learn a broad range of practical farming skills, while also completing nationally recognised formal industry and/or academic qualifications with our tertiary training partners.



About the Internship

Internships are tailored to the individual, immersing interns in working station life, at the same time as providing the opportunity to achieve NZQA-recognised qualifications through practical skills certification and/or academic advancement through courses associated with our tertiary agricultural partners, as agreed by the Foundation.

The interns reside in accommodation provided by the Foundation on Fairlight Station. The internship covers costs including travel, accommodation and fees for agreed courses. In addition, interns receive a modest weekly stipend for food and incidentals and are provided with some farm clothing and personal farm equipment.

The Foundation also acknowledges a range of other needs and opportunities that exist for women in agriculture. The Foundation has a mandate to facilitate activities such as short practical, personal and professional courses and

workshops, and targeted awards. In addition to a full range of practical skills such as dog training and management, fencing and farm maintenance, these programmes could include topics such as personal wellbeing, agribusiness management, environment and sustainability, animal welfare and nutrition, as well as school holiday farm skills workshops for young women considering careers in agriculture.

The Foundation has established a broad network with industry stakeholders including Rural Women NZ, industry representative organisations such as Federated Farmers, Beef and Lamb, Deer Industry New Zealand and Dairy NZ, agribusiness companies including FMG, Farmlands and PGG Wrightson, and universities and other farming education providers. The Foundation anticipates expanding its activities in support of women in agriculture as financial partnerships are established with other government and industry stakeholders.



The Team



Peter Wilson

Peter Wilson, Chairperson

Our Chairperson, Peter Wilson BVSc, PhD, is an Emeritus Professor in the School of Veterinary Science, Massey University. Peter has had a distinguished veterinary career, starting as a rural general practitioner. After completing postgraduate studies, he entered an academic clinical, teaching, research and consulting career, both here and internationally. His career focus has been on holistic approaches to animal health and production, specialising in deer but integrating with sheep and cattle. He has an extensive local and international research and academic publication record in diseases, disease prevention, epidemiology, reproduction, nutrition, welfare and animal remedies. This background, combined with his on-farm clinical practice and consulting experience, provides him with a deep understanding of livestock production systems and the need for a professional, skilled and knowledgeable agriculture sector workforce. He is a director of Fairlight Station Ltd and LLC.



Doug Harpur

Doug Harpur, Trustee

Doug and Mari Harpur are majority shareholders of Fairlight Station Ltd and LLC. Doug is chairman of North Oaks Investments LLC, a private personal holding company owned by members of the Harpur family that manages a group of approximately 50 companies including forestry, farming, land development and associated industries, with operations in Alberta and Quebec, Canada, and Oregon and Minnesota, USA. While based in the Northern Hemisphere, Doug has NZ parentage and has NZ citizenship. He spends a significant amount of time in this country.

Fairlight Station was purchased in the late 1990s, signaling a significant diversification from northern hemisphere operations into Douglas fir forestry and livestock farming in New Zealand. Doug has a passion for achieving top performance in his farming and forestry enterprises, and has invested heavily in establishing Fairlight Station Ltd, and LLC as among the larger and highest performing mixed sheep/cattle/deer farming operations in NZ. Doug places high value on knowledge and evidence-based farming and forestry. Establishing The Fairlight Foundation complements similar ventures in Canada and the USA aimed at fostering opportunities for young, often professional people, in a range of largely ecological contexts.



Simon Wright

Simon Wright, Trustee

Born and bred into farming, Simon grew up on his parents' farm which was a government ballot farm in the Te Anau Basin. Simon was educated at Waitaki Boys High and then attended Flock House, a farm training facility in the Rangitikei District. Shepherding jobs followed, working on Stations in Marlborough and the Upper Clutha before returning to Te Anau to go share farming with his parents and then into a farming partnership with his brother near Manapouri.

In 1997 Simon and his wife Lou took up a Farm Managers position on a merino property at Tarras. In 2003 Simon, Lou and their 3 children moved to Fairlight Station where Simon took on the position of General Manager for the farming businesses. They are now shareholders of Fairlight Station and Simon is the Managing Director.



Laura and friends

Laura Koot, Executive Director

Laura grew up on a sheep and deer farm in Northern Southland and after completing a Bachelor of Science and Masters in Business Administration at Otago University, she started her career as an analyst for the corporate finance division at Deloitte in Wellington. Laura then spent 6 more years in various roles and industries within the corporate world, both in NZ and overseas, until she moved back to Southland in 2016 to set up Real Country, her own agritourism business. Laura is an entrepreneur, an advocate for the rural industry, is passionate about building confident, capable and practical women, and through her social media, community involvement, speaking engagements and ladies-only farm skill workshops, she continues to mentor and inspire others to pursue their own passions.

Chairperson's Note

The Fairlight Foundation recognises the evolving role of women as gender-equal partners in all aspects of New Zealand's agriculture industry. The agriculture industry, from pasture to plate, is highly complex and will become more so. Its future relies on ever-increasing practical, technical and professional expertise at all levels and aspects from the farm to the marketplace.

The Foundation addresses a need for greater support for women in achieving their aspirations and potential in the agricultural industry. While its first and signature programme is internships based at Fairlight Station, the Foundation foresees a range of additional activities to enhance women's careers in agriculture as it grows and establishes networks with, and support from industry stakeholders.

On farm cadetships offered elsewhere for young people entering a career in farming develop a range of practical skillsets. The point of difference for The Fairlight Foundation internship is that it targets women, particularly those transitioning from tertiary education into agricultural employment, or those already in an agricultural career. The internship programme would suit those who wish to enhance their opportunities by taking a supported year out to broaden their practical, personal and professional capabilities, as a stepping-stone to future career horizons.

Through these programmes, The Fairlight Foundation aims to achieve a greater participation by women in leadership roles in agriculture, be they at farm, agribusiness, corporate, or industry representational levels.

– Peter Wilson

The Internship Curriculum

Our curriculum is broad, covering all major farming aspects including deer, sheep, beef, goats, dairy and forestry. Hence our graduates will obtain a well-rounded education in all important species and disciplines. The curriculum integrates on-farm practical skills with training and study toward NZQA-recognised certificate and/or diploma-level qualifications. The curriculum is flexible, tailored to meet the needs and aspirations of individual interns, within achievable parameters as agreed by the Foundation.

The stock handling and management curriculum follows the annual farming calendar where interns will jump right into learning on the job and actively engaging during busy times like weaning, mustering, calving, lambing, tagging, winter grazing and shearing.

The 'off-stock' technical skills curriculum has five main categories; machinery, general farm, management, forestry, and environmental management and sustainability. Interns will get experience with important skills such as tractor operations, fencing, butchery, vehicle and machine maintenance, welding, farm budgets, pasture management, animal health and safety and power tool use.

In addition to livestock farming, Fairlight Station has an extensive commercial Douglas fir forestry operation providing the opportunity for understanding forestry operations and engaging in practical forestry tasks under professional guidance.



Practical Skills Training

Training in practical skillsets will be predominantly hands-on, to the level evaluated as “proficient”. For some aspects, achievement levels may be “participated in” or “observed”, depending on the procedure. While it is anticipated that interns will participate in all aspects, there may be some flexibility agreed, as achievable, to permit variable focus for individual preferences.

Stock Handling

Sheep

- Lambing
- Weaning
- Shearing
- Crutching
- Drenching
- Vaccinating
- Tailing
- Mouthing

Cattle

- Calving
- Weaning
- Tagging
- Castrating
- Drenching
- Vaccinating

Deer

- Pregnancy Testing
- Weaning
- Velvet removal
- Tagging
- Vaccinating
- Drenching
- Weighting
- EID recording

Dairy

- Milking
- Calving
- Dry Off
- Teat sealing heifers

All Stock

- Mustering
- Winter grazing crops and feeding out
- Animal anatomy, animal health and common parasites
- Livestock handling

Machinery

- Machine operation health and safety
- Truck, tractor, side by side and 4WD basic operations
- Truck, tractor, side by side and 4WD basic maintenance
- Off road driving skills with truck and side by side
- Feeding out with tractor using front forks and silage wagon
- Working up paddocks with tractor (direct drilling, topping, heavy rolling)

General

- Killing and butchering an animal
- Fencing (high tensile and electric fence systems)
- Basic welding
- Power tool use
- Chainsaw use
- Water systems including trough repair and identifying water issues
- Weed spraying
- Horse communication and riding
- Working dog training, handling and care (huntaway and heading dog)

Management

- Pasture, soil and crop management including fertilizer types and their purpose
- Feed budgeting
- Factors affecting wool and meat production including genetics
- Farm budgets
- On farm health and safety protocols and management tools
- HR and employment best practices and legislation
- Team management and conflict resolution

Forestry

- Planting
- Pruning
- Thinning

Environmental management and sustainability

- Nutrients
- Water quality
- Biodiversity
- Wetland
- Riparian
- Pest control
- Regenerative agriculture
- Organic/biodynamic

Professional, academic and personal skills

A number of programmed events and educational experiences will be provided both on and off the farm. The format will generally be on-farm or video conference seminars, workshops or tutorials or use of online resources. These will be on a range of topics in parallel with practical activities, providing a more technical foundation and understanding of day-to-day events on and off the farm. Examples may include: breeding and genetics, animal behavior and welfare, holistic animal health planning, biodiversity and sustainability, soils and pastures management and occupational health and safety.

A range of additional academic and professional study options will be available to suit the individual intern and their specific goals, within achievable parameters as agreed by the Foundation. These opportunities will usually be provided by online distance learning, but possibly with some block course learning off-site, in conjunction with providers such as polytechs, university and ITO organisations working towards undergraduate and graduate certificate and/or postgraduate diploma-level qualifications. These have potential to be cross-credited to further tertiary study at undergraduate or graduate level. There may also be an option to undertake a small research project on farm as part of a university level offering.

Community Volunteer Skills

The interns will gain valuable skills and experience in their volunteer roles. They will be able to choose from a variety of local clubs and organisations including;

- Emergency services (fire and first aid)
- Young farmers
- Garston Dog Trial Club
- Athol Hunting and Fishing Club
- Kingston Golf Club
- Rural Women NZ

Industry Expertise

The Foundation will recruit the participation of various industry experts and professionals to share their specialised experience and knowledge with our interns in targeted areas such as fencing, butchery, crutching, pasture management, welding, budgeting and animal health and anatomy, environment, sustainability and biodiversity, personal skills and wellbeing, etc. The aim is to have interns achieve practical proficiency underpinned by broad knowledge and understanding.

The Fairlight Way

Spending one year at Fairlight Station is not just about the practical training and on-farm work. As well as being capable and confident agricultural professionals themselves, we also want our graduates to inspire other women into New Zealand's agricultural industry.

Our core curriculum values are:

Be Community Minded

Stronger rural communities create a stronger industry. Interns will be expected to volunteer in local community organisations such as the Garston Dog Trials Club, Kingston Volunteer Fire Brigade, the local Young Farmers Club and the Athol Hunting and Fishing Club where they will be able to give back to the locals and strengthen bonds within the community. Being a contributing member in rural New Zealand is vitally important, not just for the mental health and wellbeing of the individual but also to ensure that our rural communities survive and thrive.

Be Professional

Acting in a professional manner at all times, both in and out of the paddock, is another mantra The Fairlight Foundation has. We aim to foster our intern's professional attitude along with capabilities, practical expertise and confidence, and high expectations for themselves and others. Self-respect and respect for others are fundamental traits of successful rural leaders which we aspire our interns to be. Our course graduates will become role models and industry mentors themselves.

Be Well

We all need to look after ourselves and the traditional 'she'll be right' attitude toward our mental well-being isn't good enough anymore. The Fairlight Foundation incorporates a health and wellness program into the programme that allows our interns to develop robust habits that will help them better manage stress, uncertainty and promotes a healthy work life balance.

Be Proficient

If it is worth doing, it is worth doing well. Our interns will graduate with a practical knowledge and proficiency in farming systems, underpinned by professional knowledge so they can confidently pursue any career in the agricultural industry and continue to build on their training foundations.

Be Lifelong Learners

We expect our interns to be lifelong learners. Being passionately committed to the industry requires continuous practical, personal and professional development to keep abreast of advances and developments in all sectors of their future endeavours.



Life at Fairlight Station



Fairlight Station is located in Northern Southland, just a 45-minute drive south of Queenstown. We are part of a very close-knit rural community and are fortunate to have some of the best spots for hunting, fishing and hiking right at our doorstep.

We are surrounded by some of the biggest sheep and beef stations in the South Island so there are plenty of like-minded rural professionals to meet and connect with.



Applications

For information on the application and selection process please visit our website www.thefairlightfoundation.org.

Eligibility Criteria

- Be female, aged 21 and over
- Be a NZ citizen or permanent resident
- Have obtained, or will this year graduate with a tertiary level agricultural, agri-business or animal science qualification.



Contact Details

Please direct all queries and email completed applications to:

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