

Job Title:	Agronomy Sales Intern	Job Classification:	Hourly Non-Exempt
Department:	Agronomy	Reports to:	TBD
Primary Location(s):	Vary	Position Duration:	May- August (Dates Flexible)
Salary Range:	\$11.05-\$14.95	Position Type:	Temporary
HR Contact:	Ofelia Rumbo	Date Posted:	

BASIC CONDITIONS OF EMPLOYMENT:

Basic Conditions of Employment form the fundamental performance requirements for continued employment. It is expected that all employees at Pro Cooperative perform their duties in a professional, courteous, and friendly manner; this expectation includes awareness of and high quality service to our customers, developing and maintaining job competence, ethical personal behavior, the development, and maintenance of supportive and caring relationships with others at work and basic professional behavior.

Meeting these expectations is a minimum requirement for continued employment.

BASIC CONDITIONS OF EMPLOYMENT STANDARDS:

1. **ENGAGED EMPLOYEES:**
 - a. Develop into successful long-term employee
 - b. Align with and carry out PRO's core values surrounding Customer, Community, Safety, Excellence & Integrity
 - c. Promote cross-functional training opportunity, effective mentorship, and innovation
 - d. Be honest. Hold yourself to consistent moral and ethical standards. Do the right thing even when no one is looking.
2. **SUSTAINABLE GROWTH:**
 - a. Sustain and build customer and supplier relationships
 - b. Identify and capture business development opportunities – internal and external
 - c. Execute customer and business objectives by delivering differentiated solutions.
3. **CUSTOMER FOCUS:**
 - a. Recognize customer opportunities and execute with confidence
 - b. Adapt to an ever-changing market and production environment
 - c. Maintain a keen sense of priorities, consistent with business and customer focus
 - d. Leverage PRO's footprint to maximize total customer business
4. **OPERATIONAL EXCELLENCE:**
 - a. Never compromise safety in the pursuit of margins
 - b. Advance cross-department collaboration through open and frequent communication
 - c. Clearly understand expectations
 - d. Efficiently manage supply chain value across all departments

SCOPE AND PURPOSE: To provide high quality, cost effective services to internal and external customers.

ESSENTIAL JOB FUNCTIONS AND STANDARDS:

I. Function: The position of an Agronomy Sales Intern is of great significance to Pro Cooperative. This experienced agronomy internship is the best way to expand on previous agronomy crop scout internships. The sales & marketing internship is a great opportunity to build your sales and business development skills within the retail Ag industry. With solid sales and product training, you are responsible for conducting plant micronutrient testing and analyzing results with experienced agronomists. You'll be active identifying weeds, diseases, and insects, but will take it a step further by doing sales calls with customers.

II. Job Summary:

These are the **basic requirements** of the position and must be performed competently. Basic requirements include, but are not limited to the following:

- Inspect assigned grower fields to identify weed, insect and diseases, pest and crop population counts, crop and weed staging and other crop diagnostic issues.
- Utilize crop scouting software/weekly reports to document and share observations with partnered crop production specialist.
- Keep current on agronomic products, trends, and precision Ag technologies.
- Provides support for operations and warehouse staff as needed.
- Responsible for shadowing sales calls throughout assigned territories to determine agronomy needs, learn how to create solutions and build long term relationships with customers that will generate sales of seed, fertilizer, ag chemicals and agronomy services.
- Assist with planning of test plots at farms to demonstrate improved varieties of field crops such as corn and soybeans to use as a sales tool.
- Work on an agronomy related project during internship as approved by supervisor and present to Board of Directors and Pro Cooperative upper management at the end of internship.
- Complete training and attend meetings/workshops/seminars/continuing education appropriate to the position, as assigned and approved by direct supervisor.
- Inform direct supervisor of all relevant departmental issues in a timely manner.
- Perform all other duties as assigned by direct supervisor.
- Assist other locations as needed.
- Comply with Pro Cooperative policies, including Pro Cooperative's safety policies

ESSENTIAL JOB QUALIFICATIONS/PREREQUISITES:

1. Completed a previous crop scout internship or relevant experience.
2. Pursuing an Associate's or Bachelor's degree in an agriculture related major or program.
3. Lift and carry 50 lbs, climb onto and off of farm equipment, walk on uneven ground, and be willing to work outside in changing weather conditions.
4. Attentive to detail, self-motivated, and able to work and manage time without direct supervision.
5. Possess a valid driver's license and satisfactory driving record.

Reviewed By:

Date:

Approved By:

Date:

Last Updated By: Ofelia Rumbo/HR Manager

Date/Time: 10/06/2017

Employee signature below constitutes employee's understanding of the requirements, essential functions and duties of the position.

Employee (Print & Sign): _____ Date: _____