

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

**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 a Crop Scouting Intern is of great significance to Pro Cooperative. Crop scouting interns are given an opportunity to connect classroom agronomy knowledge to the field first-hand. The summer will consist of learning to identify weeds, diseases, and insects affecting crop growth and development. You will gain experience testing soil and plant nutrients, and analyzing reports used to make crop input recommendations with an experienced Crop Sales Specialist. You will complete miscellaneous operations work and provide customer service to growers. Although agronomy knowledge is beneficial, no previous work experience is required.

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 field crop specialist.
- Keep current on agronomic products, trends, and precision Ag technologies.
- Provides support for operations and warehouse staff as needed.
- Participate in in-field marketing projects as assigned by supervisor
- 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. Pursuing an Associate’s or Bachelor’s degree in an agriculture related major or program.
2. 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.
3. Attentive to detail, self-motivated, and able to work and manage time without direct supervision.
4. Possess a valid driver’s license and satisfactory driving record.
5. Available to work extended hours as needed.

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: \_\_\_\_\_