

Company: Farm Service Cooperative

Job Title: Custom Applicator/Outside Operations

FLSA Designation: Non-Exempt

Reports to: Branch Manager

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Custom Applicator Role: Mix or apply pesticides, herbicides, fungicides or insecticides through sprays, dusts, vapors, soil incorporation, or chemical application on crop land and assist with outside operations, as directed.

Accountabilities/Essential Functions:

- Fill sprayer tanks with water and chemicals, according to formulas and as requested by customer order.
- Apply agronomy products to customer's fields including: chemicals, lime, dry and liquid fertilizers.
- Cover areas to specified depths with pesticides, applying knowledge of weather conditions, droplet sizes, elevation-to-distance ratios and obstructions and record to daily application logs.
- Lift, push and swing nozzles, hoses and tubes to direct spray over designated area.
- Start motors and engage machinery, such as sprayer agitators or pumps or portable spray equipment.
- Connect hoses and nozzles selected according to terrain, distribution pattern requirements, types of infestations and velocities.
- Clean or service machinery to ensure operating efficiency, using water, gasoline, lubricants or hand tools and assist others as needed.
- Assist with measure and counting of inventory of dry and liquid fertilizers, anhydrous ammonia, lime and chemicals.
- Assist with scouting of fields and giving field condition reports.
- Help promote FSC marketing strategy of yield goals and assisting growers to develop agronomic plans that provide maximum "acre net".
- Conform to safety and regulatory compliance requirements, as directed and per company policy.
- Become knowledgeable and familiar with FSC's products, policies and procedures, including internal systems of ordering, shipping, billing, customer management and tracking while working with location office personnel.
- Develop the ability to identify corn/soybean agronomic concerns, weed identification and weed resistance concerns.
- Review suggestions of ways to improve work methods and procedures made by employees and decide on course of action.
- Work in cooperation with other divisions, locations, customers, supervisors and managers with a positive attitude and willingness to provide positive feedback to them.
- Travel to other FSC locations and/or vendors is required.
- Perform other duties and tasks as assigned by the Branch Manager.

Knowledge, Skills and Experience:

- Ability to read, analyze and interpret general business periodicals, professional journals, technical procedures or governmental regulations.
- Ability to communicate effectively, using either written or verbal skills.
- Ability to listen to what other people are saying and ask questions as appropriate.
- Perform basic math operations (add, subtract, multiply, divide) to include, but not limited to, use of whole numbers, fractions, decimals, percentages and discounts.
- Work and communicate with internal and external customers to meet their needs in a polite, courteous and cooperative manner. Committed to quality service.
- Ability to identify and analyze problems associated with work processes.
- Develop constructive and cooperative relationships with others.
- Ability to organize and work on multiple tasks concurrently.
- Demonstrate responsible behavior and attention to detail.
- Encourage and facilitate cooperation, pride, trust, and group identity. Foster commitment and team spirit.
- Knowledge and skill in judgment and decision making, negotiation, and management of material resources.
- Capacity to adjust to change, work pressures or difficult situations without undue stress.

Education, Training, Certifications Required:

- High school diploma or equivalent
- Valid CDL driver's license with Air Brake, Tanker and Hazmat endorsements (or ability to obtain).
- Current medical card
- Commercial pesticide applicators license with 1A, 1B, 1C endorsements (or ability to obtain).
- Acceptable driving record.

Equipment, Tools, Machinery Used:

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|--------------------------------------|-------------|
| • Company vehicles                   | Forklift    |
| • Computers/Office Equipment         | Calculators |
| • Telephone                          | Fax/Copier  |
| • Application and chemical equipment |             |

Protective Clothing and Devices:

- Some of the job duties of this position may require you to wear personal protective equipment (PPE), if so, when and how to use this equipment will be explained to you at the time of hire.
- To determine ability to perform job functions where the use of a respirator is required, employees will be given a physical examination prior to performing this type of work.

Working Conditions and Physical Demands:

- Ability to lift a minimum of 50 pounds on a consistent basis.
- Ability to work days, evenings and weekends, with or without prior notice, including extended hours during peak seasons of Spring and Fall.
- Requires exposure to high places, minor burns, cuts, bites or stings, contaminates.
- Requires standing, walking, bending, stooping, pinching, grasping, reaching above and below shoulder.
- Requires working in non-controlled environmental conditions, including indoors or outdoors and exposure to all weather conditions, including very hot (above 90 F degrees) or very cold (below 32 F degrees) temperatures.
- Includes exposure to sounds and noise levels that are distracting or uncomfortable.
- Job tasks are performed in close physical proximity to other people, cramped work spaces and/or getting into awkward positions.