

Company: Farm Service Cooperative

Job Title: Fertilizer Facility Operator – Defiance

FLSA Designation: Non-Exempt – Full-Time with Benefits

Reports to: Branch Manager

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Fertilizer Facility Operator Role: Operate and maintain the fertilizer facility and also apply agronomy inputs and products sold by FSC, in accordance with subscribed orders.

Accountabilities/Essential Functions:

- Operate and maintain all fertilizer equipment and vehicles at the Defiance fertilizer facility to include manipulation of controls, levers and valves to start and/or adjust equipment positions, speeds, timing and material flows, including but not limited to the pay-loader, application and/or row crop equipment.
- Learn and operate the Kahler system within the fertilizer facility.
- Learn FSC control system software, including ordering, shipping, billing, customer management and provide data for location office accounting personnel as required. Includes entering Purchase Orders and Transfer Tickets in a timely manner.
- Apply agronomy products to customer's fields, including chemicals, lime, dry and liquid fertilizers.
- Record daily application logs and required weather information.
- Develop the ability to identify corn and/or soybean agronomic concerns, weed identification and weed resistance concerns or solutions.
- Assist with inventory measurement and/or counting of dry and liquid fertilizers, NH<sub>3</sub>, lime and chemicals, on a weekly, monthly or yearly basis.
- Assist with crop scouting of fields and providing field condition reports.
- Assist with outbound and inbound agronomy products at the Defiance location, as needed.
- 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.
- Perform or implement housekeeping and maintenance, as needed, of fertilizer facilities, including, but not limited to checking bearing condition, chain tension and belt alignment.
- Become knowledgeable and familiar with FSC's products, policies and procedures.
- Review suggestions of ways to improve work methods and procedures made by employees and decide on course of action.
- Coordinate procurement, maintenance, storage and quality control activities of fertilizers to obtain optimum production and utilization of human resources, machines, product and equipment.
- 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 or their designee.

Knowledge, Skills and Experience:

- Ability to communicate information or ideas effectively in oral or written form.
- Ability to listen to what other people are saying and ask questions as appropriate.
- Computer skills involving the use of MS Outlook, Word and/or Excel.
- Perform basic math operations (add, subtract, multiply, divide) to include, but not limited to, use of whole numbers, fractions, decimals, percentages and discounts.
- Knowledge of principles and methods involved in promoting, showing and selling of products or services. This includes marketing strategies and tactics, product demonstration and sales techniques, and sales control systems.
- 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.
- Ability to analyze organizational and operational problems and develop timely and economical solutions.
- Capacity to adjust to change, work pressures or difficult situations without undue stress.

Education, Training, Certifications Required:

- Valid Commercial Driver's License that includes Air Brake, Tanker and Hazmat endorsements (or the ability to obtain within 60 days).
- Current medical card
- Commercial pesticide applicators license with 1A, 1B, 1C endorsements (or ability to obtain within 60 days).
- Farm or Agricultural background, preferred
- Acceptable driving record

Equipment, Tools, Machinery Used:

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|---------------------------------|-------------|
| • Company vehicles              | Forklift    |
| • Computers/Office Equipment    | Calculators |
| • Telephone                     | Fax/Copier  |
| • Fertilizer facility 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.
- 95% of work performed in daily operation of fertilizer facility.
- 5% of work performed in agronomy division within branch location, as needed.
- Ability to work days, evenings and weekends, with or without prior notice.
- 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.