



FRONTIER

COOPERATIVE

Frontier Cooperative – Internship Program

Classification	Digital Transformation (Precision Ag) Intern	Position Type	Internship
Division	Digital Transformation / IT	OT status	Non-Exempt
Location	Lincoln, Nebraska	Revised Date	January 2021
CLASSIFICATION PURPOSE			
<p>At Frontier Cooperative, our vision is “Leading the way to develop generational success.” Due to our unique structure, we benefit from having farmers as customers, employees, neighbors, family members, friends, board members, owners, and residents of the communities we serve. We feel that farmers and the cooperative system are special, and we strive to be the model for what the future of agricultural cooperatives look like for future generations. We also feel it’s crucial to set the example for how to successfully bring multiple (vastly different) generations together, facilitating conversations, providing resources, promoting growth and advocating for change.</p> <p>That is a big vision, where would an organization even start on something like that? It begins by creating opportunities, which is one of our Core Values at Frontier Cooperative. Our Internship Program is designed to do exactly that. It’s an opportunity for a student to learn and experience our business units and understand why each is necessary for Frontier to be successful.</p>			
OPPORTUNITY			
<p>Digital Transformation Internship Objectives: This role will work to promote, support, and advance the cooperative business plan on digital ag software and hardware programs put forth by the VP of Digital Transformation.</p> <p>This position will be expected to participate in sales calls to existing and potential new customers regarding digital ag programs and be familiar with the basic technology regarding those offers.</p> <p>The Digital Transformation Intern collaboratively works with the other Digital Transformation team members, Ag Advisors, Sustainable Energy Advisors, and Grain Marketing Advisors to promote, sell and maximize Agribusiness Technology to producers by attending producer meetings and participate at field demonstrations focused on Agribusiness Technology.</p> <p>The successful candidate will assist Digital Transformation Advisors with technology to enable internal business processes and deliver technology-focused services to Frontier customers, such as: Global Positioning System (GPS) and Geographic Information Systems (GIS) for agricultural grid mapping to locate field positions, operations/dispatching software, integrations between software utilized within Frontier Cooperative, integrations between software utilized by our customers, and site-specific application seed, chemicals and variable rate fertilizer applications.</p> <p>An internship at Frontier Cooperative will provide a full and realistic view of the work involved in a career in agriculture, specifically at a cooperative. Our program integrates learning and experiences with practical application and skill development in the workplace. Interns will be provided with a mentor and opportunities in self-leadership training and various workshops when available. Additionally, each intern will identify a project to focus on during his or her time at Frontier, which will be presented to the Senior Leadership Team.</p>			

SKILLS, ABILITIES, AND QUALIFICATIONS

- An interest in the Agricultural Industry
- Basic understanding of agronomy
- Excellent communication skills (creative writing, polished verbal communication skills)
- Experience with agronomy software or other farm-related software products
- Courses taken, knowledge of, background experience, or interest with any of the following: Agricultural-related, Sales, Agronomy, Agri-business, Technology (software and hardware for use in farming-related applications) and Leadership
- Organizational skills, multi-tasking skills, ability to collaborate with a team, as well as work on projects solo
- General proficiency with computers, including Microsoft Office products
- A willingness to spend time learning about the cooperative system and each of the business units of Frontier Cooperative
- Flexibility to work outside of regular office hour if necessary or when possible
- The ability to work in a professional office environment
- Valid Driver's License and ability to travel within our business footprint
- Organizational and time management skills
- Ability to adjust to multiple demands, shifting priorities, ambiguity, adversity, and constant change

PHYSICAL DEMANDS

These physical demands are representative of the physical requirements necessary for an intern to successfully perform the essential functions in the assigned business unit/role. Reasonable accommodation can be made to enable people with disabilities to perform the described essential functions. While performing the duties, an intern must have the ability to regularly use arms, hands, and fingers to handle, feel, reach, grasp, turn, lift, move, twist or bend. This position frequently requires the ability to sit for long period of time and occasionally stand, walk, balance, stoop, kneel, or crouch. Depending on the business unit, an intern may need to occasionally lift and/or move between 50 to 75 pounds, frequently lift and/or move between 10-50 pounds.

WORK ENVIRONMENT

While performing the responsibilities of the job, these work environment characteristics are representative of the environment the intern will encounter. Reasonable accommodations may be made to enable people with disabilities to perform the essential functions of the job. While performing the duties of this job, this position may be exposed to moving mechanic parts, dirt, dust, wet, dry, hot, and cold weather conditions. In addition, the intern may have the opportunity to observe work in high precarious places, closed in surroundings, and/or with fertilizers and chemicals. The noise level in the work environment is usually low to moderate levels.