



FRONTIER

COOPERATIVE

Frontier Cooperative/CPM – Internship Program

Classification	Livestock Advisor (Feed Sales/Nutritionist) Intern	Position Type	Internship
Division	Feed Intern	OT status	Non-Exempt
Location	TBD	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>Livestock Advisor (Feed Sales/Nutritionist) Internship Objective: The Livestock Advisor Internship is focused on feed production, customer experience, and day-to-day business operations. This role will work closely with the Feed Sales teams at Frontier Cooperative and Central Plains Milling (CPM), attending Feed Sales meetings and trainings. The Livestock Advisor Intern will assist with producer calls and visits, customer testimonials, ingredient sampling and submissions, operating the retail desk and scale, and spending time receiving orders and purchasing ingredients.</p> <p>An internship at Frontier Cooperative/CPM 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/CPM, which will be presented to the Senior Leadership Team.</p>			
SKILLS, ABILITIES, AND QUALIFICATIONS			
<ul style="list-style-type: none"> • An interest in the Agricultural and Livestock industries • Must be pursuing a degree in an agriculture-related field • Willing to learn the process of manufacturing feed • Interested in an experience in livestock production utilizing sustainable practices • Interest in working with the Nutrition Leadership Team 			

- A background in livestock production or other livestock associate industries is preferred
- The ability to interact and communicate with livestock producers
- Excellent written and verbal communication skills are a necessity
- A willingness to spend time learning about the cooperative system and each of the business units of Frontier Cooperative
- Collecting grower feedback about their experiences with Frontier Coop & Central Plains Milling
- Flexibility to work outside of regular office hours if necessary or when possible
- The ability to work in a professional office environment
- Previously involved with FFA or 4-H is desirable, but not a necessity
- Valid Driver's License and ability to travel within Frontier's 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.