



FRONTIER

COOPERATIVE

Frontier Cooperative – Internship Program

| Classification | Operations Intern | Position Type | Internship |
|---|-------------------|---------------|--------------|
| Division | Operations | OT status | Non-Exempt |
| Location | Various | Revised Date | January 2021 |
| <i>CLASSIFICATION PURPOSE</i> | | | |
| <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> | | | |
| <i>OPPORTUNITY</i> | | | |
| <p>Operations Internship Objective: This role will support operations, safety training, identify/correct major safety issues, and perform duties associated with all of Frontier’s business units. The Operations Intern will work closely with his or her mentor with operating and maintaining the grain and agronomy equipment. The selected candidate will work on various fabrication projects and procurement of bids for material/labor, as well as assist with truck scale operation. This person may have the opportunity to operate and maintain various pieces of heavy machines i.e., skid loaders, wheel loaders, and tractors. The candidate will also help clean and load trucks and dump areas when needed. This position requires time spent completing safety paperwork, maintaining safe working environments, and participating in financial training and safety training in all business units. As the Operations Intern, the candidate will learn to read basic blueprints/schematics/layouts for new equipment and facilities and have the opportunity to spend time learning how product is applied to the growers’ fields, while helping operate Frontier Coop’s Aerial Hanger during fungicide application season.</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 coop. 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 Agriculture and/or Business
- A willingness to spend time learning about each business unit of Frontier Cooperative
- An above basic knowledge and experience with technology (i.e., Microsoft Office Suite)
- Flexibility to work overtime when possible, with the understanding that as an intern there are some things that are a priority above your time at Frontier
- Ability to repetitively bend, kneel and walk long distances while working in a non-climate-controlled environment and outside in inclement weather
- The ability to work in a professional office environment is also necessary
- Valid Driver's License
- Ability to get Class B CDL with HazMat endorsement
- Mechanical aptitude and the ability to use hand/power tools
- Ability to work in confined spaces or at heights above ground level
- Ability to speak in front of small groups
- Ability to learn technology associated with each business unit including but not limited to: FieldAlytics, grain bin quality control software, Energy Force, and Feed Mill controls.
- Organization and time management skills
- Must be collaborative, results-oriented and possess strong critical thinking skills
- Ability to adjust to multiple demands, shifting priorities, ambiguity, adversity, and constant change
- Analytical problem-solving skills
- Ability to travel within our business footprint

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.