

<b>Job title</b>	<i>Conservation Agronomist Specialist</i>	<b>Job Classification</b>	<i>Salary Exempt</i>
<b>Reports to</b>	<i>Full line: Sales Manager Dotted line: Agronomy Manager</i>	<b>Salary Range</b>	
<b>Direct Reports</b>	<i>N/A</i>	<b>EEOC Classification</b>	<i>Sales Worker</i>

## About Pro Cooperative

**Our Mission:** Building lasting partnerships by being PROactive, PROgressive and PROfessional.

**Our Vision:** To provide premier services to every customer through personalized relationships, whole farm solutions, and advanced technical knowledge.

### Our Core Values:

- *Trust* - working to earn TRUST every day, operating with reliability and integrity.
- *Service* – SERVING others with understanding, respect and care.
- *Fun* – having FUN building a Positive Team and Family Spirit while removing barriers and letting people do what they do best.
- *Safety* - Ensuring the SAFETY of our people; doing what's best to create the safest environment now and for the future.

## Job purpose

- The position of Conservation Agronomist Specialist is of great significance to Pro Cooperative.
  - A person in this position is responsible for recommending and educating on soil health practices, cover crops and additional services.
  - This position maintains customer relationships in a manner that will optimize Pro Cooperative's market share and profits, improve Pro Cooperative's efficiency, help achieve Pro Cooperative's mission and goals, and result in outstanding customer service.

## Duties and responsibilities

These are the basic duties and responsibilities of the position and must be performed competently.

- Make sound recommendations to customers by presenting Conservation and Agronomy solutions, products, services, and/or concepts in order to maximize returns for the customers.
- Develop and maintain a current list of customers and prospects and rate them based on potential size of operation, credit worthiness, and other pertinent marketing information.
- Assist farmers with enrolling and applying for financial assistance programs through state/local conservation incentive programs.
- Prioritize prospects and partial customers to identify the best opportunities for growth.
- Make regular sales calls to current and potential customers and respond to customers' inquiries and questions in a timely manner.
- Develop and maintain effective business relations with current and potential future customers.
- Document and submit sales call information to direct supervisor using Pro Cooperative's CRM program.
- Provide a consistent communication channel between Pro Cooperative customers and location personnel to set proper service expectation levels, resolve problems and scheduling issues.
- Educate customers on conservation agronomy and how to implement it on farms with success.
- Collaborate with other departments and/or locations to identify potential benefits to the customer from other company programs.
- Establish and attain sales goals that are compatible with Pro Cooperative annual goals.
- Work with customers, suppliers, and management to resolve product/service complaints fairly and equitably.
- Maintain sales contracts and bookings.
- Develop account plans that include strategy and tactics for achieving desired customer results.
- Responsible for learning new product specifications and applications
- Help Location monitor projected sales to monitor inventory needs.

- Monitor monthly sales and expense reports, as well as manage sales to achieve target margins and product mix.
- Work with direct supervisor to establish a budget with particular emphasis on sales volumes & direct selling expenses.
- Offer timely feedback to Pro Cooperative on execution of plans, needs, opportunities, value, and obstacles discovered during the selling process.
- Understand and maintain the professional image of Pro Cooperative.
- Establish cohesive working relations with other Pro Cooperative employees, its patrons and vendors to establish a positive work environment.
- Complete training and attend meetings/workshops/seminars/continuing education appropriate to the position, as assigned and approved by direct supervisor.
- Inform direct supervisor of all relevant departmental issues in a timely manner.
- Perform all other duties as assigned by direct supervisor.
- Assist other locations as needed.
- Comply with all federal, state, and local regulations and Pro Cooperative's policies, including Pro Cooperative's safety policies.

### Minimum experience and qualifications

- Bachelor's degree (B. A.) from four-year college or university; or three to five years related experience and/or training; or equivalent combination of education and experience.
- Valid state motor vehicle operator's license required. Possesses a driving record that meets or exceeds Pro Cooperative driving guidelines.
- Key competencies include communication, results driver, sales skills, teamwork and interpersonal skills.
- CDL and other DOT qualifications for operation of a commercial motor vehicle preferred.
- Certified Crop Advisor preferred.
- Must be a self-starter and able to schedule and manage time without close supervision.

### Physical demands

Physical activities typically performed while on this job.

ACTIVITY	FREQUENCY	ACTIVITY	FREQUENCY
<b>Bending/Stooping</b>	Occasionally (1%-33%)	<b>Sitting</b>	Frequently (34%-66%)
<b>Climbing-stairs, ladders, slope</b>	Occasionally (1%-33%)	<b>Standing</b>	Frequently (34%-66%)
<b>Crawling</b>	Occasionally (1%-33%)	<b>Twisting</b>	Occasionally (1%-33%)
<b>Grasping/Handling</b>	Constantly (67%-100%)	<b>Walking</b>	Frequently (34%-66%)
<b>Kneeling</b>	Occasionally (1%-33%)	<b>Balancing</b>	Occasionally (1%-33%)
<b>Neck Flexion/Extension</b>	Frequently (34%-66%)	<b>Squatting</b>	Occasionally (1%-33%)
<b>Reaching Forward</b>	Frequently (34%-66%)	<b>Change of Position</b>	Frequently (34%-66%)
<b>Reaching Overhead</b>	Occasionally (1%-33%)	<b>In/Out of Machine</b>	Occasionally (1%-33%)

### Physical effort

Physical effort typically applied while performing this job.

LIFT/CARRYING	FREQUENCY	PUSHING/PULLING	FREQUENCY
<b>1 – 10 lbs.</b>	Frequently (34%-66%)	<b>1 – 10 lbs.</b>	Occasionally (1%-33%)
<b>11 – 20 lbs.</b>	Frequently (34%-66%)	<b>11 – 20 lbs.</b>	Occasionally (1%-33%)
<b>21 – 50 lbs.</b>	Frequently (34%-66%)	<b>21 – 50 lbs.</b>	Occasionally (1%-33%)
<b>51 – 100 lbs.</b>	Occasionally (1%-33%)	<b>51 – 100 lbs.</b>	Occasionally (1%-33%)
<b>100+ lbs.</b>	Occasionally (1%-33%)	<b>100+ lbs.</b>	Occasionally (1%-33%)

### Working conditions

Work conditions typically encountered on this job.

CONDITION	FREQUENCY	CONDITION	FREQUENCY
<b>Dust</b>	Occasionally (1%-33%)	<b>Chemical Agents</b>	Frequently (34%-66%)
<b>Excessive Heat</b>	Occasionally (1%-33%)	<b>Fumes, Odors</b>	Frequently (34%-66%)
<b>Excessive Cold</b>	Occasionally (1%-33%)	<b>Solvents, Petroleum Products</b>	Occasionally (1%-33%)
<b>Noise</b>	Occasionally (1%-33%)	<b>Others Specify: Animals</b>	Occasionally (1%-33%)

**Vibration** Occasionally (1%-33%) **Others Specify:** N/A

**Job specific conditions/demands**

Job specific conditions/demands typically encountered on this job.

CONDITIONS/DEMANDS	FREQUENCY	CONDITIONS/DEMANDS	FREQUENCY
<b>Driving – Vehicle/Equipment</b>	Frequently (34%-66%)	<b>Power Tools/Equipment</b>	Occasionally (1%-33%)
<b>Indoors</b>	Frequently (34%-66%)	<b>Hearing</b>	Constantly (67%-100%)
<b>Outdoors</b>	Frequently (34%-66%)	<b>Talking</b>	Constantly (67%-100%)

<b>Approved by:</b>	Amy Mortenson/Human Resources Manager
<b>Date reviewed:</b>	11/03/2023

*Employee signature below constitutes employee's understanding of the requirements and essential functions of the position. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time. This job description is subject to change at any time and doesn't constitute a contract of employment. Company may exercise its employment-at-will rights at any time.*

Employee (Print Name & Sign): \_\_\_\_\_ Date: \_\_\_\_\_