Position Title: Relief Artificial Insemination (A.I.) Technician
Location: Eastern Minnesota
Status: $44,000 - $55,000/yr based on skill and experience
Benefits Eligible: Full eligibility, see information below.

Position Objective: The Relief Artificial Insemination (A.I.) Technician (Level 1) position is full-time position supporting a team of area Professional A.I. Technicians. It is also the first step to begin development toward a variety of potential other positions in our company. Level II and III set forth additional requirements for advancement in the reproductive services function of our company and compensation. By completing Levels I, II, and III in this role the foundation will be created for multiple career opportunities in our company.

In this position, you will also be gaining exposure to multiple facets of our organization and are expected to pursue continuous learning in them. Most importantly are estrous detection/A.I. technician work, cow monitoring system data analysis and management, genetic development strategies and also professionalism, selling skills, customer service, data management, teamwork, etc. and all of these on a consistent basis. While doing this, the employee will develop the skills necessary to prepare them for excellence in this position or others locally, nationally or globally.

Essential Responsibilities:

- Acts consistently with company employee manual.
- Relief services scheduling for assigned team per company approved Paid Time Off requirements.
- Creating pregnant cows through achievement of expected estrous detection and conception rates.
- Regular and timely voice communication (supplemented with text and email) with Technician Team and Manager.
- Professionalism in service provided at all times when you are with customers and employees, appropriate apparel worn including having at least one clothing item/hat on with Select Sires Member Cooperative logo, reasonably clean attire and vehicle including washing of boots prior to leaving every farm.
- Progressive improvement in your estrous detection and artificial insemination skills trending toward equal success as full-time Technicians.
- Your satisfactory completion assigned courses in the Select University system.
- Timeliness of arrival at assigned locations.
- Strong work ethics are exemplified by a passionate desire to help our customers and your teammates.
- Accuracy in reporting/entering data on farms.
- Attendance at all requested meetings and events.

Developing Professional Accountability & Understanding:

- Accurately complete and submit travel and expense reports within the guidelines provided by the Financial Services Department.
- Create and maintain effective working relationships with internal and external customers via professional and respectful interaction.
- Continuous learning in the area of bovine reproduction, profitable genetic development, business management, sales and interpretation of performance data will also be an important part of this role.
- Effectively implement and ensure compliance with the policies and directive of the company.
- Provide timely responses to voicemail, email, fax and requests for information.
- Create and maintain effective working relationships with internal and external customers via professional and respectful interaction.

Requirements:

- Proven skill in Artificial Insemination in cattle
- Proven capabilities in handling cattle safely and calmly following industry guidance
- Due to the nature of this position candidates must be willing to live in Eastern Minnesota

Level 1: (as outlined above)

Level 2: (Level I proficiency)

- Reproductive performance results on par with Professional A.I. Technicians.
- Highly proficient in the utilization of Dairy Comp 305 for herd analysis.
- Able to introduce genetic development concepts (i.e. SMS, FeedPRO, CowManager®, genomic testing, NxGEN, etc.) and reproductive management systems.
- Capable at merchandising the full portfolio of products and services offered including labor, dairy and beef genetics, animal health products, CowManager and other supply products.
- Developed ability to communicate with customer regarding their business and how we can positively affect their profitability.
- Capable of utilizing on farm management programs such as DairyComp.

<u>Level 3:</u> (Level I and II consistently proficient)

- Excellence at all Level 1 and Level II requirements.
- Skilled at conducting needs discovery with clients/prospects for potential product and service needs.
- Provides regular team input for individual and team growth.
- Learning about managing expenses, semen and product inventory, accounts receivable, and company assets within established guidelines.
- Proficient at utilizing farm management programs such as CowManager, DairyComp, PCDart, Bovisynch.
- Has a working understanding of Acumatica™ inventory and invoicing system and semen ordering process.

Compensation Expectations:

Status: $44,000 - $55,000/yr based on skill and experience

Employee Sponsored Benefits:

- Medical Insurance
- Dental Insurance
- Vision Insurance
- HAS/FSA options
- 401k with company match
- Life insurance
- Disability Insurance
- Use of company vehicle pending insurability