

# Applicator – General Laborer - Full Time

**Department:** Operations

**Location:** Fond du Lac

**Reports To:** Agronomy Plant Manager

**FLSA Status:** Exempt

## **Applications Accepted By:**

Jerry Schmitz, Fond du Lac Agronomy Plant Manager

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## **SUMMARY:**

Responsible for accurate application of fertilizer and crop protection products. This individual is the final link to insure customer satisfaction in the results of prescription nutrient placement as well as crop protection results. The Professional Applicator's performance is critical in avoiding customer complaints and insurance claims and settlements for poor or misapplications. This individual also has the responsibility of determining conditions at time of application and communicating potential concerns or problems to the agronomy salesperson before application takes place. A Professional Applicator is expected to act as a promoter of Country Visions Co-op in all customer and employee interactions as well as demonstrating a high quality of work in all tasks performed.

## **PRIMARY JOB EXPECTATIONS:**

Basic requirements for employment at County Visions Co-op include: positive attitude, initiative, strong work ethic, cooperation, supportive team member, reliability, integrity and tact with fellow employees and customers.

- Custom Application of fertilizer, lime and crop protection products
- Maintain a working knowledge of GPS systems and associated equipment
- Accurate record keeping of products applied is required.
- Equipment maintenance and repairs; upkeep of applicators, retrieving parts, help keep ALL equipment clean, presentable and in good working condition.
- Plant operations & maintenance; assist as needed in mixing and blending of products as directed by Agronomy Foreman/Facility Manager.
- Aid in maintenance of fertilizer and chemical facilities.
- Warehousing/Deliveries; aid as needed in delivery of chemicals, seed, etc. always maintaining a professional demeanor. Help maintain a workable warehouse, organized and clean so that products are easily accessible.

- Have a working knowledge of products and services offered by Country Visions Co-op in conjunction with products being applied.
- Have the ability to evaluate field situations prior to application to avoid misapplications and communicate these findings to the salesperson or Facility Manager.
- Have the flexibility to assist in other duties as needed or directed by the Facility Manager.
- Be aware of any special needs, concerns, or expectations of the grower before you enter the farm.
- Bring back information to the Facility Manager or sales person that may result in better customer satisfaction or result in a cross selling opportunity.

### **SKILLS & COMPETENCIES NEEDED FOR THE POSITION:**

*(including education and/or experience, physical demands and work environment)*

- Wisconsin Commercial Pesticide Operators License
- Class A Commercial driver's license (CDL) and clean driving record are required.
- Tanker Endorsement
- Must be able to communicate clearly effectively both written and verbally.
- Ability to work with numbers, and work with interruption in a fast paced environment.
- Need to maintain a positive attitude with other employees and customers.
- Strong problem solving skills are necessary.
- Conscientious attitude and attention to detail are essential.
- Computer skills adequate to operate cab mounted application systems.
- Ability to troubleshoot equipment and repair as necessary.
- Ability to read maps and follow directions.
- Ability to lift 60 pounds.
- Hours: Daily hours Monday thru Friday with Saturday and Sunday hours expected during field work. Some unpredictable and extended work hours including seasonally extended hours will occur.
- A generally comfortable work environment will be provided.
- Working with fertilizer and chemicals will be required.
- Travel between Country Visions offices, vendor or customer locations may be required.

### **QUALITIES NEEDED TO EXCEL BEYOND EXPECTATIONS:**

- Maximizing acre application with minimal customer complaints
- Ability to routinely identify infield areas of concern and relay information or make recommendations to reduce misapplication.
- Desire and ability to train new applicators on job requirements that fit the Country Visions Co-op standards of performance.
- Identifying and communicating to management areas to improve efficiencies in the Professional Applicator position.
- Having ongoing examples of cross selling opportunities that have resulted in increased sales results.

