

Employer Information

Organization Name: Five Star Cooperative

About Our Organization: Five Star Cooperative is an agricultural cooperative providing agricultural products and services to its member owners and customers.

Job Description

Job Title: Custom Applicator

Hours/Week: 40 hours per week with more hours required as needed

FLSA Status: Non-Exempt

Reports To: Location Manager

Job Objective

This position is responsible for safely and accurately delivering and distributing/applying agronomy products including agricultural fertilizers, and pesticides to fields and/or crops. The application is done in accordance to work orders. The employee is responsible for accurate mixture and application and completion of required documentation. This position is responsible to clean and service machinery/equipment to ensure operating efficiency. Employee will assist other departments as needed.

Qualifications

Education—High school diploma or equivalent; fluent reading, writing, and speaking the English language

License, Certificate or Registration: Class A CDL with Hazmat and tanker endorsements; valid DOT physical card, Iowa Commercial Applicators License with 1A, 1B, 1C, or ability to obtain the above.

Basic Skills—Speaking, Writing, Reading Comprehension, Listening, Monitoring, Judgment and Decision Making, Time Management

Essential Tasks

- Operate agronomy spraying/spreading application equipment
- Apply fertilizer, chemical, or pesticide products to specifications of work orders applying knowledge of weather conditions, droplet size, elevations-to-distance ratios, velocity, and obstructions
- Mix fertilizer or chemicals properly to ensure quality standards and accuracy in accordance with label
- Prepare and submit required application documentation timely
- Communication with supervisor or location manager of inventory
- Maintenance/repair of sprayer/spreader application equipment regularly
- Maintain a certified applicator license

Maintenance and Safety

- Observe OSHA, state, and federal safety regulations.
- Maintain clean and neat facilities and equipment.
- Maintenance of equipment and facilities regularly
- Operate equipment safely

Other Duties

- Inform supervisor of any application problems/inaccuracies
- Perform other duties as assigned my management and employees duties may change according to the changing needs of the company.
- Assist other departments of Five Star Cooperative as needed

Work Context for the Essential Functions of the Job

- Requires face-to-face and telephone communication with individuals, customers, or teams daily,
- Requires making decisions that affect other people, the financial resources, and/or the image and reputation of the cooperative.
- Mistakes are not easily correctable and have serious consequences,
- Opportunity to make decisions without supervision.
- Requires making decisions that impact the results of co-workers, clients or the company,
- Requires being exact or highly accurate,
- Requires repeating the same physical activities or mental activities over and over,
- Requires work with others in a group or team,
- Requires work with external customers or the public,
- Includes responsibility for work outcomes and results,
- Includes responsibility for the health and safety of others,
- Requires wearing common protective or safety equipment,

Service

- Greet customers promptly and courteously with a friendly smile and a hello and thank them for their business.
- Promptly and courteously answer the phone.
- Work with customers to resolve problems and report complaints to your supervisor.
- Actively work to increase personal skills and knowledge.
- Attend product, merchandising, safety, and cooperative meetings as requested.
- Wear a clean uniform and be neat.
- Lose no customers due to the quality of service provided.

Work Conditions and Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. This job is performed indoors or outdoors in weather extremes of Northern Iowa. Exposure to dust from feed, grain, or fertilizer products

Physical Abilities

- **Far Vision**—The ability to see details at a distance.
- **Reaction Time**—The ability to quickly respond (with the hand, finger, foot) to a signal (sound, light, picture) when it appears.
- **Static Strength**—The ability to exert maximum muscle force to lift, push, pull, or carry objects.
- **Response Orientation**—The ability to choose quickly between two or more movements in response to two or more different signals (lights, sounds, pictures). It includes the speed with which the correct response is started with the hand, foot, or other body part.
- **Spatial Orientation**—The ability to know your location in relation to the environment or to know where other objects are in relation to you.
- **Near Vision**—The ability to see details at close range (within a few feet of the observer).
- **Depth Perception**—The ability to judge which of several objects is closer or further away from you, or to judge the distance between you and an object.
- **Extent Flexibility**—The ability to bend, stretch, twist, or reach with your body, arms, and/or legs.
- **Multi-limb Coordination**—The ability to coordinate two or more limbs (for example, two arms, two legs, or one leg and one arm) while sitting, standing, or lying down. It does not involve performing the activities while the whole body is in motion.
- **Manual Dexterity**—The ability to quickly move your hand, your hand together with your arm, or your two hands to grasp, manipulate, or assemble or move objects

Function	None	Under 1/3	1/3 to 2/3	Over 2/3
Stand				X
Sit			x	
Use hands to finger, handle, feel, hold, grasp				X
Reach with hands and arms				X
Climb or balance			X	
Stoop, kneel, crouch, or crawl		X		
Talk or hear				X
Taste or smell		X		

Weight	None	Under 1/3	1/3 to 2/3	Over 2/3
Up to 10 lbs				X
Up to 25 lbs				X
Up to 50 lbs			X	
Up to 100 lbs		X		
More than 100 lbs	X			

Disclaimer: This job description indicates the general nature and minimum level of work expected. It is not designed to cover every activity, duty, or responsibility required of the employee. The employee may be asked to perform other duties related to the successful performance of the job.

I, _____, as an employee of Five Star Cooperative, understand the duties and requirements set forth in this job description. The duties of this job description are not all inclusive. They describe the primary function of the job and are not to be considered a detailed description of every job duty. I understand that neither this job description, nor the signing of creates a binding employment contract and that my employer reserves the right to assign additional duties as necessary.

Employee Signature: _____ Date: _____

Supervisor Signature: _____ Date: _____