

Future Leaders Program

Job Description

SUMMARY/OBJECTIVE

We are looking for a motivated future leader to join our team. If you enjoy working outdoors, learning about agriculture, and supporting farmers – this may be the position for you. This entry-level position offers an active, hands-on opportunity to connect with growers and producers across the south, creating a solid foundation for a career in the agriculture industry. Develop the skills and experience, under the direction of experience personnel, required for the promotion to management and other career opportunities within the AFC organization. This includes exposure to and performance of duties in various aspects at the member cooperative and AFC level. Attend and assist in preparation of AFC events. Attend continued education training through AFC. This position location varies throughout our footprint of Alabama and Northwest Florida.

ESSENTIAL FUNCTIONS

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. When applicable, Future Leaders will carry out supervisory responsibilities in accordance with the organizations policies and guidelines.
2. Manage departments of the store as assigned by their supervisor.
3. Receive training and perform duties at member cooperative locations and/or at the AFC level.
4. Become familiar with function, operations, management viewpoints and company policies and practices that affect various phases of the cooperative system.
5. Observe experienced workers to acquire knowledge of methods, procedures and standards required for performance of departmental duties.
6. Participate in hands-on responsibilities and tasks as assigned by supervisors. Conform and adhere to the conditions of the specific area of assignment.
7. Attend company sponsored training and activities.
8. Prompt and regular attendance is essential.
9. Some overtime may be required.

QUALIFICATIONS

1. Bachelor's degree and/or combination of education and relevant work experience
2. Must have a good driving record and a valid driver's license.
3. Certain certifications/licenses such as but not limited to restricted chemical license, CDL and CCA certification.

KNOWLEDGE, SKILLS & ABILITIES

1. Leadership
2. Organization
3. Time Management
4. Mathematical
5. Problem Solving
6. Computer
7. Professionalism

WORK ENVIRONMENT

The job is performed both indoors and outdoors. Some activities may include extended periods of standing and extensive work at a computer monitor.

Work environment includes but is not limited to exposure to weather, extreme cold/heat, noise, dust, vibration, proximity to moving mechanical parts and to electrical sources.

In areas where required, PPE includes foot protection, eye protection, head protection, safety vest or highly reflective clothing and hearing protection.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job: walking, sitting, hearing, seeing both up close and far away, talking, standing, finger movement, repetitive motions, depth perception, ability to carry, push and/or pull objects weighing up to 50 pounds, climbing, crawling, stooping, and crouching.

DIVERSITY

We honor diversity within our organization, recognize the unique characteristic and individual contributions of each of our employees to our business success. We believe a diverse group of people fosters an environment conducive to creativity, productivity and high performance that affords each employee the opportunity to reach their fullest potential.

TRAVEL

Travel, including overnight travel, is expected.

SUPERVISORY RESPONSIBILITY

Part of the Future Leaders Program will involve opportunities to supervise other employees.

CONTINUED EDUCATION

Classroom style, interactive training will be done in various locations on topics such as professionalism, marketing, merchandising, customer service and finance. Other topics will be decided on throughout the program.

***The duration shall not be considered a definite term of employment. Future Leaders will have the opportunity to secure permanent positions with cooperative members and the AFC system by interview for various openings as they become available. This job description is not designed to cover or contain a comprehensive list of activities, duties or responsibilities that are required of the employee. Other duties, responsibilities and activities may change or be assigned at any time with or without notice.**