



# AG Careers.com

2016 / 2017 • U.S. 10<sup>TH</sup> EDITION

## AG & FOOD CAREER GUIDE

**INSIDE: MORE THAN 25  
FEATURED AGRICULTURAL EMPLOYERS**

**YOUR FIRST JOB: MAKING THE RIGHT CHOICE**

# CONTENTS

## EMPLOYERS & PROFESSIONAL ORGANIZATIONS

- 4 Syngenta | [www.growmorefromless.com](http://www.growmorefromless.com)
- 5 Elanco | [www.elanco.com/careers](http://www.elanco.com/careers)
- 6 CHS | [www.chsinc.com/careers](http://www.chsinc.com/careers)
- 8 Select Sires | [www.selectsires.com](http://www.selectsires.com)
- 9 US Poultry Foundation | [www.poultryfoundation.org](http://www.poultryfoundation.org)
- 10 Valent | [www.valent.com/careers](http://www.valent.com/careers)
- 12 Murphy Family Ventures | [www.murphyfamilyventures.com](http://www.murphyfamilyventures.com)
- 13 Crop Production Services | [www.cpsagu.com](http://www.cpsagu.com)
- 14 DeLaval | [www.delavalcorporate.com](http://www.delavalcorporate.com)
- 16 Bayer | [www.career.bayer.com](http://www.career.bayer.com)
- 17 CLAAS | [www.claas.com](http://www.claas.com)
- 18 Cargill | [www.cargill.com/careers](http://www.cargill.com/careers)
- 19 New Fashion Pork | [www.nfpinc.com](http://www.nfpinc.com)
- 22 DuPont | [www.dupont.com/careers](http://www.dupont.com/careers)
- 23 MANRRS | [www.manrrs.org](http://www.manrrs.org)
- 24 Alltech | [www.alltech.com/about/careers](http://www.alltech.com/about/careers)
- 26 Wilbur-Ellis | [www.wilburellis.com/careers](http://www.wilburellis.com/careers)
- 27 Smithfield Foods | [www.smithfieldfoods.com/careers](http://www.smithfieldfoods.com/careers)
- 28 World Ag Expo | [www.worldagexpo.org](http://www.worldagexpo.org)
- 29 Acadian Plant Health | [www.acadianseaplants.com](http://www.acadianseaplants.com)
- 32 Southern States | [www.southernstates.com/careers](http://www.southernstates.com/careers)
- 33 Irrigation Association | [www.irrigation.org/foundationsscholarships](http://www.irrigation.org/foundationsscholarships)
- 34 Lansing Trade Group, LLC | [www.lansingtradegroup.com/careers](http://www.lansingtradegroup.com/careers)
- 36 The Maschhoffs | [www.themaschhoffsjobs.com](http://www.themaschhoffsjobs.com)  
GNP | [www.gnpcompany.com](http://www.gnpcompany.com)
- 37 PMA | [www.growingtalentbypma.org](http://www.growingtalentbypma.org)
- 38 Zoetis | [www.zoetis.com](http://www.zoetis.com)
- 39 BASF | [www.basf.com](http://www.basf.com)
- 40 Helena | [www.helenachemical.com/promotions/2017-summer-internships](http://www.helenachemical.com/promotions/2017-summer-internships)
- 42 Christensen Farms | [www.christensenfarms.com](http://www.christensenfarms.com)
- 43 ADM | [www.adm.com/careers](http://www.adm.com/careers)
- 44 Farm Credit | [www.farmcredit.com/careers](http://www.farmcredit.com/careers)
- 47 Monsanto | <https://jobs.monsanto.com>
- 48 FFA | [www.ffa.org/agexplorer](http://www.ffa.org/agexplorer)

## ARTICLES

- 7 Don't Let Your Resume Hit a Digital Dead End
- 11 The Importance of Preparation Before the Career Fair
- 15 How to Use AgCareers.com
- 20 5 Employability Skills and How to Demonstrate You Have Them
- 25 Interview Question Translations
- 30 Your First Job: Making the Right Choice
- 35 What's in a Mentor?
- 41 Shining a Light on Women in Agriculture
- 45 Looking to the Future

Production and distribution assistance from Agri Marketing magazine. For more information, go to: [www.AgriMarketing.com](http://www.AgriMarketing.com).

# WELCOME



PAGE 25



PAGE 35



PAGE 41

## WELCOME TO OUR 10TH ANNIVERSARY EDITION



As we celebrate ten years of bringing this invaluable resource known as

the AgCareers.com Ag & Food Career Guide to students and young professionals, we thought it was time for a few updates. You'll notice a fresh cover design, plus the name change from Employer to Career Guide to better reflect the purpose of the guide — career education, and connecting people to the varied and numerous careers in the agriculture and food industries.

Inside this publication, you will find valuable job search and career tips, along with connections to top organizations in ag and food that are actively recruiting and hiring students and new graduates. We encourage you to review the employers' profiles to find

out more about their organization and their available job or internship opportunities.

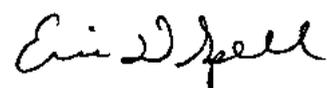
Useful articles featured in this guide will help as you navigate the job search process and begin your career. Articles cover topics such as interview questions, digital resumes, employability skills and mentoring. If you are considering higher education, examine the master's and continuing education programs highlighted in the guide.

AgCareers.com is the leading provider of global talent solutions in agriculture and food, and an award-winning online career site. Check out AgCareers.com to find the latest internship and job openings. With more than 9,000 jobs posted each month, it is easy to understand why AgCareers.com has helped so many candidates find their ideal career in agriculture. Create an account to save jobs, view your application history and post your resume to our online

database. For more tips on utilizing AgCareers.com, check out page 15.

Download the recently updated AgCareers.com Job Seeker Mobile App, sign up for our weekly e-newsletter, and subscribe to our Career Cultivation blog, all FREE! Follow us on Facebook, Instagram, LinkedIn, Pinterest, Twitter and YouTube to receive job search tips and take part in contests.

We are positive you will find this Career Guide and AgCareers.com to be instrumental in your search for an agricultural career. Please share this publication with friends and fellow students. Look for an easy to share electronic version on the AgCareers.com website under "Employer Guide Articles." It is an exciting time to be part of agriculture — good luck in your career search!



Eric Spell, President of AgCareers.com



Syngenta is committed  
to leading a step-change in  
farm productivity in a  
sustainable way.

**syngenta**<sup>®</sup>

The world needs more food. By 2050, there will be another 2 billion people on our planet. How do we provide enough high-quality food and preserve our environment? At Syngenta, we believe the answer lies in the boundless potential of plants. We develop new, higher yielding seeds and better ways to protect crops from insects, weeds and disease. So farmers can get more from existing farmland and take less new land into cultivation. It's just one way in which we're helping growers around the world to meet the challenge of the future: to grow more from less. To find out more, please visit us at [www.growmorefromless.com](http://www.growmorefromless.com)

Elanco™

# ANYTHING IS POSSIBLE

BE A  
VISIONARY

DREAM BIG

BE THE CHANGE



INNOVATE



Other places may offer you a job. At Elanco, we're offering you a chance to dream bigger. If you're a visionary with a passion to solve our greatest challenges and advance a vision of food and companionship enriching life, see what's possible at **[Elanco.com/careers](http://Elanco.com/careers)**.

Elanco and the diagonal bar are trademarks owned or licensed by Eli Lilly and Company, its subsidiaries, or affiliates.

© 2016 Eli Lilly and Company, its subsidiaries or affiliates.  
GMAFCANON00412



## A PLACE WHERE YOU CAN MAKE A DIFFERENCE.

At CHS, everything we do is focused on helping our farmer-owners grow and succeed. And we're always looking for employees who share that same drive to make a difference in the rural communities where we do business.

In fact, we're not only deeply committed to our farmer- and member-cooperative owners, but to growing the future of rural America.

We have careers in energy, crop nutrients, grain marketing services, animal feed, food and food ingredients, along with business

solutions including insurance, financial and risk management services.

Every day, our employees help the cooperatives and farmers who own CHS grow by providing everything they need to raise healthy, profitable crops and market them around the world. Our employees help fuel rural America and provide the expertise, products and services our owners need to be successful.

To find out more, and see how you can make a difference, check out [chsinc.com/careers](http://chsinc.com/careers).



# DON'T LET YOUR RESUME HIT A

# DIGITAL DEAD END

by Bonnie Johnson, AgCareers.com Marketing Associate & Ashley Collins, AgCareers.com Education & Marketing Manager

**MOST RESUMES** are first submitted and viewed electronically today; is yours optimized for that process? Save your artistic flair for the printed copy you present to the hiring manager, because first, you must ensure your resume gets through a system known as an ATS.

Many mid to large employers utilize applicant tracking systems (ATS). In fact, 90% of jobs on AgCareers.com are redirected to apply through an ATS. These systems utilize technology to manage the influx of applications and electronically screen candidates to match the job for which they are hiring. The ATS assigns points to the different components of your resume based on an algorithm created by the hiring company. Resumes with the highest scores will get passed through to the hiring manager. The ATS “parses” resumes, which strips formatting out and pulls important words to sort into categories such as education, skills, work experience, and contact information. So how do you increase the chances your resume will score high?

## THE “KEY” TO A HIGH SCORE

**KEYWORDS.** Customize your resume for each job. Just like when you search the Internet and type in your relevant terms, employers’ systems are designed to do the same: search your resume for keywords that match the job they are trying to fill. Success will be based on your resume having relevant keywords.

So how do you choose the right keywords? Examine the posting and

description for unique keywords and phrases specific to that job. Try copying and pasting the job description into an online word cloud creation service (like Wordle.net). The larger the word appears in the cloud, the more times it appears in the job description. These words are certainly significant to the employer and are more important for you to build into your resume. You can also look at professional networking sites or professional summaries from other employees. Pull out phrases and keywords these other professionals are using that are applicable to you.

Include both the spelled-out version and acronyms for your education and professional organizations, as you can’t be sure which usage the ATS will look for. Examine the organization’s website for more information about their culture and values as this information can also be valuable to your resume.

But note that there can be too much of a good thing, so don’t overstuff your resume. It’s about using the right keywords and their uniqueness to the roles you’re applying for, not the number of times the word appears on your resume. Many systems put a value on related keywords and/or apply greater value to some keywords versus others as they relate to the specific job. So utilizing resources such as individuals who understand the company or role to help you identify those keywords is vital.

Above all, be honest: make sure you are only using keywords and phrases that represent the real you!

## 10 ELECTRONIC RESUME MUST-DO'S

- Use a sans serif font like Arial in size 11 point or larger.

### WORK EXPERIENCE



- Preferably save as a Word document (don’t use the header function).

- Use bullets as they are easier to read for ATS and for humans.



- Delete any graphics, logos or tables.

- Name clearly defined sections, such as “Work Experience” and “Education” that ATS can easily recognize.

- Do not begin a section with a date. Rather, for example, style as so:

**Greene Farms, Farmhand,**  
2010-12

- Avoid lines to separate sections.

- Include your full contact information (full address and zip code, as they may filter by geographic area).

- Remember proper grammar, spelling and punctuation!

- Save your resume as a unique file name, not just “resume”:

**AllysonParkerResume.doc**

# GROW WITH THE INDUSTRY LEADER

Select Sires is recruiting high-energy, ambitious, disciplined, self-starters who are passionate about the dairy industry and helping our customer-owners achieve success. While long-time employee service is a hallmark of Select Sires, opportunity awaits new employees as the federation continues to grow and prosper.

If you're ready to grow with the industry leader, contact Select Sires today!



## All West/Select Sires

Email: [contact@allwestselectsires.com](mailto:contact@allwestselectsires.com)  
Washington: (360) 757-6093 / (800) 426-2697  
California: (209) 667-8378 / (800) 278-8254

## COBA/Select Sires Inc.

Email: [coba@cobaselect.com](mailto:coba@cobaselect.com) (614) 878-5333

## East Central/Select Sires

Email: [ecss@charter.net](mailto:ecss@charter.net) (920) 324-3505 / (800) 288-7473

## Minnesota/Select Sires Co-Op, Inc.

Email: [mselect@mnss.coop](mailto:mselect@mnss.coop)  
(320) 259-6680 / (800) 795-1233

## NorthStar Cooperative

Email: [mail@northstarcooperative.com](mailto:mail@northstarcooperative.com)  
(800) 631-3510

## Prairie State/Select Sires

Email: [priariesss@foxvalley.net](mailto:priariesss@foxvalley.net)  
(847) 464-5281

## Select Sire Power, Inc.

Email: [office@selectsirepower.com](mailto:office@selectsirepower.com)  
Virginia: (540) 483-5123 / (800) 423-7473  
Pennsylvania: (570) 836-3168

## Select Sires MidAmerica, Inc.

Email: [ssmidamerica@ssmidamerica.com](mailto:ssmidamerica@ssmidamerica.com)  
Utah: (435) 752-2022 / (800) 421-9245  
Kentucky: (502) 425-1868 / (800) 489-1868  
Email: [danj@ssmidamerica.com](mailto:danj@ssmidamerica.com)

## Southeast Select Sires, Inc.

Email: [sesss.office@southeastselectsires.com](mailto:sesss.office@southeastselectsires.com)  
(931) 489-2020

Visit [www.selectsires.com](http://www.selectsires.com) to view member territories.



**YOUR SUCCESS** *Our Passion.*

(614) 873-4683 [www.selectsires.com](http://www.selectsires.com)





# Let us help you find a career in the poultry and egg industry by participating in our College Student Career Program

## Career Opportunities...

- |                        |                     |                    |                          |                        |
|------------------------|---------------------|--------------------|--------------------------|------------------------|
| Plant Management       | Human Resources     | Food Technology    | Network Engineer         | Chemical Engineering   |
| Order Management       | Sales and Marketing | Veterinarian       | Computer Programming     | Electrical Engineering |
| Logistics/Distribution | Quality Assurance   | Accounting/Finance | Environmental Services   | Industrial Engineering |
| Information Systems    | Safety/Ergonomics   | Auditor            | Mechanical Engineering   | Food Safety            |
| Systems Analyst        | Microbiology        | Communications/PR  | Agricultural Engineering | Chemist/Biologist      |

*And much more...*

**\$469.6  
BILLION  
ECONOMIC  
IMPACT  
NATIONWIDE**

**AVG POULTRY  
CONSUMPTION  
108.6 LBS  
PER PERSON/PER YEAR**

**WHERE?  
NATIONWIDE**

**COMPANIES  
INVOLVED IN PRODUCTION  
AND PROCESSING EMPLOY  
1,814,200  
PEOPLE**

**GSCP**  
College Student Career Program



**CONNECT & DISCOVER | #choosepoultry**

**f** /USPOULTRYFoundationStudentOutreach

**t** @USPStuOutreach

**@** @uspstuoutreach

Held annually at the International Production & Processing Expo (IPPE), the College Student Career Program connects hundreds of talented, bright college students seeking professions in the poultry industry with HR managers and recruiters. To participate or for more information, contact Barbara Jenkins, [bjenkins@uspoultry.org](mailto:bjenkins@uspoultry.org).

IN 2050  
WE'LL HAVE TO FEED  
**NINE BILLION PEOPLE**  
AS WELL AS PROTECT OUR  
**NATURAL ENVIRONMENT**  
AND  
**RESOURCES.**  
WHAT ROLE WILL YOU PLAY?

At Valent U.S.A. Corporation, we solve complex environmental challenges. And we believe investing in the future starts with investing in our people. With on-the-job training and specialized leadership training, our group of companies has a wide variety of positions available to meet this challenge.

Join us. Go to [valent.com/careers](http://valent.com/careers) to find your place.



The Valent Group of Companies

The Valent logo is a registered trademark of Valent U.S.A. Corporation. The Valent BioSciences Corporation logo is a registered trademark of Valent BioSciences Corporation. The Pace International logo is a registered trademark of Pace International, LLC. The Mycorrhizal Applications logo is a registered trademark of Mycorrhizal Applications, Inc. ©2016 Valent U.S.A. Corporation, Valent Biosciences Corporation, Pace International, LLC and Mycorrhizal Applications, Inc. All rights reserved. Printed in the U.S.A. AM52239

Source: "High Level Expert Forum – How to Feed the World in 2050," Food and Agriculture Organization of the United Nations, October 2009.

# BEFORE THE CAREER FAIR

by Ashley Collins, AgCareers.com Education & Marketing Manager

**ATTENDING YOUR CAMPUS** career fair can be key to securing your first career or internship. Unfortunately, many students skip this critical opportunity, or those that *do* attend are unprepared.

## GETTING PREPARED

A prepared student has dressed for success in professional and well-fitted clothing. Even if not wearing a full suit, their attire doesn't look like they picked it up off of their floor. Since they know they'll be on their feet, their shoes are professional yet comfortable.

They also have copies of their generic resume as well as customized resumes for specific employers. Be sure to keep these organized so not to give a resume with a competitor's name or job title referenced in the objective. They may also have a handful of personal yet professional business cards.

An unprepared student walks up to the booth and asks, "What does your company do?" "What kind of jobs do you have?" You should know these answers before the career fair, but sadly, most students use these as their intro questions. Every career fair publishes a list of companies in attendance. Many of those lists include company information, their website, and often titles for the roles they are recruiting for.

A prepared student takes initiative and does a little homework before the career fair. Beyond the basics, research the company's mission, competitors and clients, and if they have been in the news lately (and for what)—from

positive, reputable media. Take notes about the companies that you hope to visit and leave space to quickly jot notes following each interaction.

## ASKING THE QUESTIONS

Having thoughts and questions to review before approaching a booth will give you a conversation starter so you don't have to rely on off-the-wall jokes to "break the ice!" Also, this preparation will help the conversation flow and allow for more meaningful discussion.

Start with a firm handshake, eye contact, and a professional greeting. Have an elevator pitch prepared including your name, major, graduation date, and career objective. Practice this a lot—basic information about yourself can just disappear when you're nervous.

Then reference the open roles you've found they are recruiting for, the specific requirements and skills you'd bring to the role, and how the position fits your passion. Follow that with questions you have about the organization based on your research. For example, ask about the future of the company or the company culture. You might also ask about recognition or awards the company has received.

Remember to be conscientious of your time and the representative's.

## BEFORE YOU LEAVE

Before leaving, ask about next steps. If your conversation has gone well and you think you'd like to further explore employment, this is a critical step.

Offer a copy of your resume but understand if the representative directs you to their website instead. This is where those business cards come in handy. This also gives you a chance to ask for their card, which will be helpful when following up. They may also be staying to conduct interviews on-campus and you could sign up for a spot.

Now is the time to accept any material or swag item (notice item is singular!) that the company is handing out. Don't forget to find an area where you can jot down notes and review your notes for the next booth.

The simple act of attending and visiting with a few companies at a career fair will allow you to make significant progress in landing the internship or career you want. Going a step further by preparing will decrease your perspiration and increase your success!



Comic by Becca Schwartz



# *Join our family!*

When you think about premier swine production, you think about the Murphy family. Murphy Family Ventures is a privately-owned business and a large contract supplier of live pork.

## *Swine Production Management Trainee*

Murphy Family Ventures, LLC searches for the highest quality of college graduates with various degrees to place in our Swine Production Management Trainee program. This program allows the Management Trainee to work through a rigorous training program and development plan on their way to secure a leadership position.



**For more information contact**

Stacy Bond, Recruiter  
Murphy Family Ventures, LLC  
1.866.5MURFAM ext 1009  
sbond@murfam.com

*[www.murphyfamilyventures.com](http://www.murphyfamilyventures.com)*



# FIELDS OF OPPORTUNITY

**DREAM BIG**

**APPLY NOW** at [cpsagu.com](http://cpsagu.com) to be challenged, rewarded and part of a team with unparalleled growth potential. Exciting and flexible opportunities exist in agronomy, retail management and support, research and development, credit and more.

**Agrium**

**Crop  
Production  
Services** 

CPS CROP PRODUCTION SERVICES and Design is a registered trademark of Crop Production Services, Inc.  
06/16-42631



# Join the leader in innovative and sustainable dairy farming.

Millions of dairy animals are fed, milked, and cared for by innovative DeLaval solutions every day. We're a group of over 4,500 passionate professionals operating in more than 100 markets globally. We partner with our customers and dealers to accomplish our vision of making sustainable food production possible.

Do you want to develop and work with groundbreaking innovations that will shape the future of food production and help feed the world's growing population? If so, then DeLaval is the place for you. DeLaval offers opportunities in Regional and Local Sales, Marketing and Communications, Technical Support and Service, Supply Chain and Manufacturing, Finance and much more.



[www.delavalcorporate.com](http://www.delavalcorporate.com)

Follow DeLaval



## We make sustainable food production possible.

▲ is a registered trademark of Tetra Laval Holdings & Finance S.A. and "DeLaval" is a registered trade/service mark of DeLaval Holding AB © 2015 DeLaval Inc. DeLaval, 11100 North Congress Avenue, Kansas City, Missouri 64153-1296. [www.delaval-us.com](http://www.delaval-us.com).

# HOW TO USE Careers.com

Download the  
AgCareers.com  
Job Seeker Mobile App



## SET UP AN ACCOUNT

- Click “Set Up Your Profile” under the Job Seeker drop-down menu at the top of the page.
- Enter your contact information; uploading a resume and cover letter at this point is optional.
- Browse and apply for jobs or internships, update your profile, view saved jobs, view your application history, and post your resume so employers can seek you.



## APPLY TO A JOB

- Once you have searched for a job and viewed the description, click “Apply to This Position.”
- Add your email address. If you create an account, you may streamline this process and record your application in your application history.
- Fill out the required fields. Attach an optional cover letter by clicking “Browse” or copy and paste into the text box.
- Attach your resume in .doc, .docx, or .pdf format by clicking “Browse.” You may also select a resume from your account if logged in and if you have uploaded a resume.
- Click “Submit Application.”
- Some employers may require applicants to complete the application process on their site. If this is the case, you will see a note in a red box and be redirected. Follow directions given on their site.



## POST A RESUME

- Login to your account. Select “Post Your Resume” from the main job seeker drop-down menu at the top of the homepage.
- Fill out the resume profile form on the new page. The fastest way to fill in the “Resume” box is to copy and paste your resume from a Word document.
- You also have the option to upload a .doc, .docx, or .pdf file by utilizing “Upload Resume File” below the resume box. Browse and select from your documents.
- Click “Preview Resume.” If you need to make changes, click the back button. Once satisfied, click “Save & Exit” at the bottom.
- You can update or add resumes any time by clicking on “Manage Resumes.”

# 4 WAYS TO SEARCH



Conduct a simple search by typing keywords in the first search box at the top left of the homepage.



Search by location using the top box labeled “Job Location” or by using the interactive map on the homepage.



Search by industry type by selecting the industry from the drop-down menu in the top box labeled “Industry Type.”



Conduct an advanced search by clicking on the “Advanced Search” option in the top right corner of the homepage.



**INVESTED IN  
INNOVATION.**

**LEARN MORE AT**

[www.CropScience.Bayer.us](http://www.CropScience.Bayer.us)

**CAREERS**

[www.Career.Bayer.com](http://www.Career.Bayer.com)

**FOLLOW US** 

@Bayer4CropsUS

## SCIENCE FOR A BETTER LIFE

Finding solutions to some of the world's most urgent challenges

## INVESTING

\$1 billion annually in research and development

## INNOVATION

Advancing agriculture through innovation

## MAKING A DIFFERENCE

Supporting communities where we live, work and play through financial contributions and hands-on philanthropic efforts

# Feed the World. Fuel your Career.



Be a part of something big! CLAAS is a global leader in the dynamic world of agricultural equipment, with manufacturing operations in eleven different countries and its North American headquarters in Omaha, Nebraska. This is where the efficient new LEXION combines are built for thousands of farmers throughout the US and Canada who produce food for our tables, feed for our livestock and fuel for our vehicles.

To learn about all the employment opportunities and exciting benefits available now at CLAAS, scan the QR code below or visit the “Jobs + Careers” page at [CLAAS.com](http://CLAAS.com).



CLAAS of America / CLAAS Omaha / Nebraska Harvest Center  
8401 South 132nd Street  
Omaha, NE 68138  
[www.claas.com](http://www.claas.com)

**CLAAS**



# thrive™



## Learn, Lead, Help the world *thrive*.

What drives you? A passion to learn and grow? A desire to lead and make a positive impact? Then, Cargill would like to talk to you.

Working for one of the world's leading agri-foods businesses offers unrivaled opportunities for personal and professional growth. Develop collaboratively with people of diverse talents and perspectives. Expand your skills and experience across more than 60 businesses in 67 countries. Make a meaningful difference with a company whose purpose has been to feed the world for the past 150 years. Learn more at [www.cargill.com/careers](http://www.cargill.com/careers).

Cargill is committed to helping people and organizations thrive.

[www.cargill.com](http://www.cargill.com)

© 2015 Cargill, Incorporated. All rights reserved.

Equal Opportunity Employer, including Disability/Veteran



# LOOKING FOR A CAREER WITH ADVANCEMENT OPPORTUNITIES?

**NEW FASHION PORK** is a leading producer of high quality pork with operations in six states. Nothing is more important to us than the care our animals receive each day. Our people make it happen and are the backbone of NFP.

**PRODUCTION CAREER PATHS:** Team members at New Fashion Pork can expect to advance along a career path that is based on production needs and each individual's performance and achievements.

**INTERNSHIPS:** We offer exciting summer internships for students who are interested in pursuing a career in Animal Production. NFP internships give a broad exposure to many different aspects of pork production, including A.I. Center, Sow Farm production, Growing Herd production, Marketing & Sales, Feed Manufacturing & Production Records.

**BENEFITS:** New Fashion Pork offers a full benefits package that includes: health, dental & vision insurance, life, short- & long term disability insurance, as well as a 401K retirement plan (with company match), PTO, paid holidays and the opportunity for quarterly production bonuses.



**MORE THAN A JOB!  
A TEAM COMMITTED TO EXCELLENCE!**



PO Box 244, Jackson, MN 56143  
Phone: 507-847-4610 | Email: [hr@nfpinc.com](mailto:hr@nfpinc.com)  
[www.nfpinc.com](http://www.nfpinc.com)

# 5

# EMPLOYABILITY SKILLS AND HOW TO DEMONSTRATE YOU HAVE THEM

by Ashley Collins, AgCareers.com Education & Marketing Manager  
& Erika Osmundson, AgCareers.com Director of Marketing & Communications

**TO TRULY COMPETE** in today's job market you need more than a diploma. Employers are looking for the total package; candidates who have the education needed to understand the job, the experience to carry out the technical duties, and the employability skills to be successful.

Let's begin with a quick overview of what employability (or soft) skills are. The term refers to attributes that a person encompasses that allow them to interact effectively with other people, particularly in the workplace. These traits have often been attributed to success on the job, but as the competition for talent increases, specifically in the agriculture industry, demonstrating and highlighting these types of skills throughout the job search and interview process can be a way to set yourself apart from the competition.

A full list of these soft skill traits could easily be in the hundreds, so for now, we will focus on five critical skills employers seek in new graduate hires.

## 1. COMMUNICATION

Hands down, this is a foundational skill that most employers would rank as the number one necessary soft skill in new hires. Your ability to listen effectively and communicate appropriately and accurately with your manager and coworkers will have a tremendous impact on your career success.

You have several opportunities to demonstrate your communication skills to a potential employer. The first may be at a career fair or other networking event. Being prepared by researching the company before the event will start your verbal communication off on the right foot. Having some familiarity with what the company does and general knowledge regarding the types of openings they have will allow you to ask more informed questions and be more relaxed in conversation.

Additionally, if you have mentally prepared and rehearsed, you won't sell

**“EMPLOYEES WHO UNDERSTAND THAT THE WORK THEY DO IS ONLY A SMALL PART OF A BIGGER PICTURE BUT OF IMPORTANCE IS SOMETHING VALUED BY EMPLOYERS.”**

yourself short nor be too long-winded. This will demonstrate that you are capable of filtering information and communicating important components in a concise and effective manner.

## 2. SENSE OF URGENCY

Do you wait to be given a task or do you realize there is a problem and resolve to be a part of the solution? As one would imagine, employers are looking for go-getters, those who are willing

to come in early, stay late, go the extra mile, ask how they can help, etc.

Employees who understand that the work they do is only a small part of a bigger picture but of importance is something valued by employers.

Early in the process, demonstrate that you encompass a sense of urgency by how quick you follow up with an employer. Especially in today's technological world, there are very few excuses for not returning an email or phone call in a timely manner.

When you reach the interview stage make sure you research the company and come prepared with a list of great questions. Establish next steps in the process before wrapping up your interview. Taking the initiative to drive the process shows that the company and opportunity are important to you.

## 3. PROFESSIONALISM

Professionalism is a pretty broad skill that includes everything from the way you dress, your vocabulary, your reaction to workplace situations, and more. Professionalism can mean hitting your internal mute button when tempted to share your opinions in situations where you don't have all of the information or when things are changing quickly in the workplace.

Additionally, professionalism is about how you develop relationships in the business setting such as understanding the line between personal and professional interactions with peers and your manager. Also be conscientious of sensitive information that you've been

entrusted with and don't divulge that information in inappropriate settings.

Your physical and verbal reaction to constructive criticism and how you apply that feedback impacts professionalism. Demonstrate these traits once you have a job, but you can practice those while in college and use examples in your job search.

Consider the clubs or organizations you are affiliated with. Involvement shows that you are well-rounded but equally demonstrates your ability to build connections, perhaps even with the professional arm of the organization and/or alumni. Leadership roles within organizations also allow you to encounter similar situations to the workplace, such as receiving/giving constructive feedback, to utilize as examples during an interview.

Professionalism can also be demonstrated during the interview itself. Beyond the importance of the basics, how you treat each person you encounter will say a lot about your character and professional competence. It isn't uncommon for the receptionist to be asked their opinion of a potential candidate. As the saying goes, "treat the janitor with the same respect as the CEO!"

Lastly, consider how you react when you aren't offered the position. Thanking the company for the time invested throughout the process and maintaining the connections you made will certainly boost your professionalism and may even open a future door!

#### 4. LIFE-LONG LEARNING

For a company to progress, their employees need to continue to grow as well. Those who are committed to continual learning are typically the first to receive projects, career growth opportunities, salary increases, promotions, or additional job offers.

You may be thinking that you're learning all you can handle at the moment but you can begin to develop the desire for life-long learning while still in school. Take classes outside of your major like conversational Spanish, personal finance, or leadership. While you may think these electives may not advance your technical job training, they will help you learn things that will make you more competitive in the professional world. Talking about these class experiences while networking or at an interview will demonstrate for the employer that you have a desire to learn.

Life-long learning can easily be achieved just by reading. There are thousands of professional development books available to help you grow as a young professional. Mixing a few of these into your summer reading list will provide you with insights and theories you can practice in the workplace or discuss during networking opportunities.

#### 5. PROBLEM SOLVING/DECISION MAKING/NEGOTIATION

Problems arise daily in the work environment, both large and small, and each one has some impact on the

successfulness of the business. As an employee, you must be able to identify the problem, take the appropriate action, negotiate the outcome and realize the consequences of those decisions.

Your interview should give you ample opportunities to validate your problem-solving abilities. Almost every employer will ask you some type of behavioral-based interview question(s). These are designed to highlight how you behaved in a situation (problem) to predict how you'll perform when faced with similar situations on the job. "Tell me about a time..." or "Give me an example of..." are typical ways these questions start. This is your chance to quickly explain the problem you were faced with and how you took initiative, utilized your resources and got results.

Demonstrate this skill to your employer by not only coming to your manager with a problem but also your proposed solution. This shows respect for your manager's time but also your desire to make the right decision by working through a problem and asking for input.

Employability skills are certainly a determining factor for success in the workplace and as young professionals, it can be hard to understand the importance these skills play for employers. Demonstrating that you have these skills and focusing on them during the interview process, along with your technical expertise, will help set you apart from the competition!



**PROBLEM SOLVING**  
Tina Dorner, CHS, Inc.

"When you understand how to identify a problem and can sort out the options to select the best solution, both you and the organization are successful."



**COMMUNICATION**  
Stacy Bond, Murphy Family Ventures

"Interpersonal communication skills are key in running an efficient business, carrying out initiatives, and driving change."



**PROFESSIONALISM**  
Stephanie York, ADM

"Discretion, composure, focus and civility are indispensable. Everyone wants to work with people who exhibit grace under pressure and take responsibility."

# LET'S

BE PART OF A COMMUNITY OF SOLVERS.

# SOLVE

Welcome to The Global Collaboratory.™

The DuPont logo, consisting of the word "DUPONT" in a white, sans-serif font inside a red oval with a registered trademark symbol.

## Agricultural Products That Help Farmers Succeed

DuPont Agriculture offerings bring innovative science and solutions to meet the challenges faced by farmers today and into the future.

In agriculture, succeeding for our customers means growing a healthy, marketable and profitable crop. For DuPont, it means something bigger: feeding the world sustainably. Our mission is to deliver agricultural products from seeds to crop protection to deliver higher crop yields and more nutritious foods. We believe that by working together with our customers, we can find better ways to improve the quantity, quality and sustainability of the world's food supply.

**To join us, visit [www.DuPont.com/careers](http://www.DuPont.com/careers)**

The DuPont logo, consisting of the word "DUPONT" in a white, sans-serif font inside a red oval with a registered trademark symbol.

®.™,SM Trademarks and service marks of DuPont, Pioneer or their respective owners.  
© 2016 PHIL. 15-2210

The Pioneer logo, featuring a stylized green plant icon inside a green square, followed by the word "PIONEER" in a bold, green, sans-serif font with a registered trademark symbol.

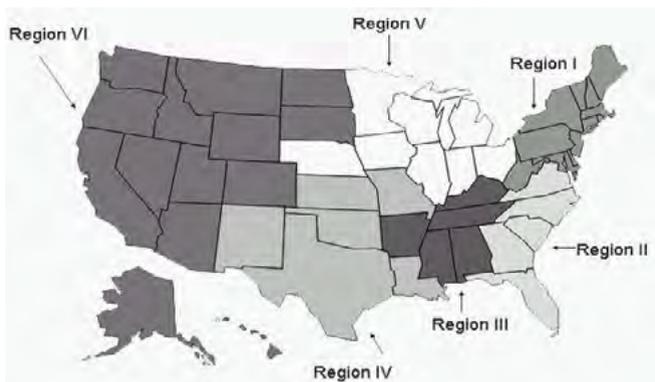


- Exposure
- Leadership
- Mentoring
- Training
- Scholarships
- Internships

- Networking
- Career & Personal Development
- Diversity & Inclusion
- Professional Development

# MANRRS

## Professional. Engaging. Diverse.



*65 Chapters nationwide*  
*1,600+ members*  
***Jr. MANRRS - Undergraduate -***  
***Graduate - Alumni - Professionals***



*Changing the Face of Agriculture by*  
*Linking Hands Around the World*

[www.MANRRS.org](http://www.MANRRS.org)

# Alltech<sup>®</sup> career development program corporate

## Agriculture is changing

At Alltech, we believe in doing good for the farmer, animal, consumer and environment. We create sustainable solutions to increase food production, maximize customer profit and quickly adapt to a changing world. This takes many talents and a unified team driven by curiosity, innovation and excellence.

Through the Alltech Corporate Career Development Program, we have welcomed the next generation of change agents who help our global team tackle the challenges of feeding a growing population. Are you a recent graduate ready to join us in doing good? We believe #AgGrowsCareers.

For more information and to apply, visit:  
[education.alltech.com/alltech-corporate-career-development-program](http://education.alltech.com/alltech-corporate-career-development-program).

Visit [www.alltech.com/about/careers](http://www.alltech.com/about/careers)  
for information on other career and  
internship opportunities at Alltech.



# Alltech<sup>®</sup>

# TRANSLATIONS

by Bonnie Johnson, AgCareers.com Marketing Associate

**WHAT KIND OF RESPONSES** are employers REALLY looking for when they ask interview questions?! We hope to provide some translations and suggestions so you can eloquently answer these common and sometimes tricky questions.

## TELL ME ABOUT YOURSELF.

“Employers use this information to gain an understanding of what you are passionate about, what makes you tick and drives you,” said Sarah Rachels, Human Resources Director, Carolina Farm Credit. “Feel confident in sharing a story that will help us remember you over the others we are interviewing.”

Be wary of turning this into a 20-minute speech; keep it to a quick overview as it relates to the job. Don't delve into your hobbies or personal issues. Relate your answer to the skills that you can bring to the position.

“Articulate your story in a concise manner that is relevant to the job,” said Jessica Johnson, Talent Acquisition Manager, Lansing Trade Group.

## WHAT IS YOUR WEAKNESS?

It is important to be honest and show a little humility. “I like it when candidates can tell me a weakness, as it shows they are self-aware,” shared Johnson.

“Continue your answer by sharing a specific time when you worked to improve a weakness,” said Rachels.

## TELL ME ABOUT A TIME WHEN YOU MADE A MISTAKE.

“Many employers promote a learning

culture and are understanding when an employee makes a mistake, as long as they take responsibility and learn from it,” said Rachels. Use an example that demonstrates that you can apply what you've learned from mistakes. “I want to know how accountable you are, and hear what you've learned from your mistake,” said Johnson.

## WHERE DO YOU SEE YOURSELF IN FIVE YEARS?

Research the company and know the career path. Johnson shared a response that impressed her: “I want to complete the MIT program and become a successful merchandiser, contributing to the organization as a whole.” It is important to be realistic and honest with the interviewer. If your goals and the organization's don't match, it might not be a good fit for either. “Turnover is very expensive to employers, and they want an idea of whether or not they can depend on you to utilize the countless hours invested in your training and development,” shared Rachels.

## WHAT ARE YOU MOST PROUD OF?

Now is your time to gloat a bit and share an accomplishment. “Oftentimes having

a degree is a requirement for a position, so answering with ‘getting my degree’ probably isn't enough,” said Johnson. Did you pay for college by yourself? Did you receive a grant for research? Even if your example was a team project, describe your efforts and the results. Share goals that were accomplished or exceeded.

## IT'S IN THE DETAILS

“Remember that an interview should be a two-way conversation,” added Johnson. Be prepared with your own questions to make sure the position is the right fit for you.

“I cannot stress enough the importance of researching a company before the interview,” added Rachels. No matter what the question, if you want to be a successful candidate, “Use specific examples whenever possible,” added Johnson.

As a college student or recent grad, you may think you don't have experience. However, your examples can be from school, part-time jobs, internships, activities or volunteer experiences. Keep in mind you are selling your “story” in the interview, and you are the author and expert!



Comic by Becca Schwartz



# THE FUTURE OF AG IS IN YOUR HANDS

Every day, agribusiness is defined by a new generation of innovators — graduates and growers, sales specialists and support technicians — who are defining the future of agriculture. At Wilbur-Ellis, we are proud of our history but never stop looking ahead. We are looking to a bright future, one that starts with you.

**Build a Story, Leave a Legacy.**

Opportunity starts here: [wilburellis.com/careers](http://wilburellis.com/careers)



WILBUR-ELLIS®

Ideas to Grow With™

345 California St, Floor 27  
San Francisco, CA 94104  
415-772-4000

[www.wilburellis.com](http://www.wilburellis.com)

# Help Us Produce Good Food. Responsibly.®



## **Your future is an open book. Write the next chapter with an internship at Smithfield Foods!**

Great careers start with great internships. And Smithfield Foods offers everything you seek, including competitive compensation, benefits and even housing assistance. We invest in our future by investing in yours.

Join us to learn while making a real contribution to the company. Our interns take part in management meetings, meaningful projects and community-outreach programs. We offer a wide range of positions, from marketing and feed mills to finance and swine production, from sustainability and R&D to operations, HR and more. We have just a few "musts:"

- Must be a student in good standing at an accredited university
- Must be majoring in a field appropriate to the intern job opening
- Must have completed your sophomore year
- Must be able to legally work in the U.S.



### **ABOUT SMITHFIELD FOODS**

- A \$14-billion global food company with 50,000 employees
- The world's largest pork processor
- Industry-leading programs in animal care, community involvement, employee safety, quality, and environmental and food safety
- A meaningful, clearly defined corporate social purpose and sustainability program

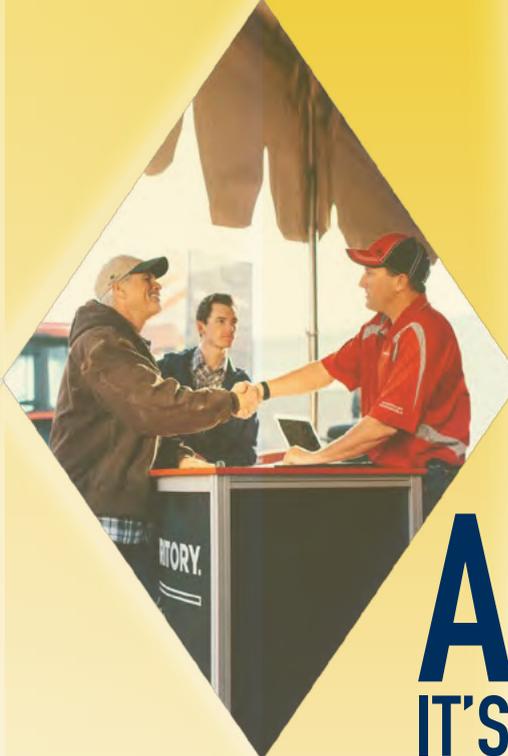
**Watch for our upcoming summer internship program openings on  
your university's career website or visit [SmithfieldFoods.com/careers](http://SmithfieldFoods.com/careers).**



# WORLD AG EXPO

FEBRUARY 14-16, 2017

[www.WORLDAGEXPO.org](http://www.WORLDAGEXPO.org) | 1.800.999.9186 | 4500 S. LASPINA ST. | TULARE, CA



**AG.**  
IT'S OUR  
MIDDLE  
NAME.





# Do people say “oh, wow” when you tell them what you do?

**Imagine working for a company where you can positively impact the health and growth of all living things while protecting the environment.**

*That’s what the employees of Acadian Plant Health are proud to do each and every day.*

## **Why Acadian Plant Health?**

- World leader in value-added marine plant solutions serving agricultural and food markets worldwide.
- Government and industry awards for our innovation and achievements in environmental stewardship, business ethics, safety and export excellence to name a few.
- Advancement opportunities in a dynamic environment.
- Offering a variety of group benefits that ensure the health, wellness and safety of all employees.

## **Get in touch with us!**

Check out the Careers section on our website: [acadianseaplants.com](http://acadianseaplants.com)

Acadian Plant Health is a division of Acadian Seaplants Limited





# YOUR FIRST JOB: MAKING THE RIGHT CHOICE

by Kristine Penning, AgCareers.com Creative Marketing Specialist

**GRADUATION** is imminent. The time is at hand: it's time to start thinking about your first job! You may be brimming with questions. What should you look for? What are important decision-making factors and what aren't? And really, how important is your decision? How much pressure is there to pick the

right first job? While there may be no right or wrong answer, there are many things to consider before you make your final choice (once you get to that point). Tomesah Harrison of Bayer and Jennifer Struck of DuPont Ag & Nutrition share advice for new graduates considering their first jobs.

## HOW IMPORTANT IS MAKING THE RIGHT CHOICE?

It's important to be happy in whatever you do, so new graduates often approach their first job determined to find the perfect position. Take the pressure off: making the right choice for your first job should not be a stressful experience but rather one of openness and excitement.

"I believe it's important for new grads to evaluate their options but don't get too anxious about your first job choice," said Harrison. "Every experience brings learning, and the first job is guaranteed to be one of many for new graduates."

Struck also emphasized that students shouldn't stress about finding

the "right job" but the right job for this time in your life.

"As a person grows in their career, the right job will change," Struck said. "Many times, we have higher expectations of what we can do when in reality, we need to start somewhere to learn the ropes. I always challenge students to step outside their comfort zone when leaving college because it's the time that they are more likely to be able to do so."

Consider taking a career in an industry you may not be as familiar with. Explore opportunities in a new location that you may not have considered.

In many scenarios, a new graduate may not be presented with job openings that match their idea of a dream job. You may find yourself feeling forced to apply to whatever's open including positions you may not be at all passionate about. But know that it's not as dire as you think.

"I'm not sure there is a 'dream job,'" Harrison said. "There are aspects of every role that we really love or dread."

"There are many times when people work in roles that they would not consider ideal," Struck said. "However, after being there, they are able to find a new passion or see their career taking them in a different direction. You will learn and take something from every experience that will then help you land the ideal role."

You may decide your first role really isn't for you, and, as it's been said, that's fine. Just beware of job-hopping.



# QUESTIONS TO CONSIDER BEFORE HOPPING

## JOB-HOPPING

If you are not familiar with the term “job-hopping,” it is best defined as spending a short amount of time in one position before taking a new one. Often, those who are considered serial job-hoppers will take more than four different jobs in ten years. While this trend has been around for decades, neither Struck nor Harrison are concerned by it.

“I think we’ve instead tried to focus on creating the right experiences and opportunities that stimulate this desire to do something different more frequently while contributing in a meaningful way,” Harrison said. “When you are able to do this well, you satisfy the desire for a job change within your own four walls.”

Job-hopping allows an individual to be exposed to multiple opportunities but it can also create headaches for your employer left to pick up the pieces once you’ve left. More so, you could be cheating yourself out of learning all that you could from a short employment.

“The bigger challenge is when a person hops from job to job with no semblance of reason,” Struck said. “It could be company to company, or into various areas. This can have a negative impact on the candidate as companies may think they are not going to be dedicated to the organization or role long term.”

Both Harrison and Struck agreed that between two and three years is a good time-frame to experience a career before considering a change. The first

year is a learning experience in which you are able to fully understand your role.

## HOW TO MAKE YOUR CHOICE

You can look at salary figures, health care, or workplace perks, but all companies are ultimately going to offer you a solid package. Struck insists that the culture of the company, the team you will be working with, and other non-monetary components are more important when considering a new role.

“You will be spending a significant amount of time with the people you work with and the company, so it’s important a student considers whether the organization is one they would be proud to work for and would refer friends,” Struck said.

Beyond the culture, also consider how the organization could help you achieve your professional goals. Like all things, your goals will likely change, but it’s beneficial to go into a new role with aspirations in mind and how this new role could aid in achieving them.

“The opportunity to learn and grow represent the intangibles that can really make a difference in regards to a person’s career trajectory,” Harrison said. “Career development has been a huge focus for us at Bayer and we see the return in our engagement scores and retention of great talent.”

Harrison said that she has seen good working environments “springboard” employees into involvement outside of

What am I **MISSING** in my current role that I want in the next one?

Does this really require a career move or am I able to seek **ADJUSTMENTS**?

Have I **LEARNED** everything I can from this role? Have I **ACCOMPLISHED** all that I wanted to in this role?

Is this new role I’m considering the best role for me **AT THIS TIME**?

Does this new role help me achieve my personal **GOALS**?

their own areas and share their skills throughout the organization.

“I’ve seen many young professionals actually get exposure to senior leaders and other opportunities through volunteer efforts or supporting a passion area that also was a key initiative for the business,” Harrison said. “Don’t let the current job description define or limit you in terms of how you deliver or behave.”

Ultimately, you may end up finding that your first job isn’t for you. But the decision to make the most of it—to learn, to grow and to experience—is entirely up to you. Make the choice to never limit yourself no matter where you may find yourself and to accept every opportunity as a new adventure.

# **GROW** WITH US



## **ARE YOU READY TO GROW YOUR CAREER?** ONE SEED IS ALL IT TAKES TO SPROUT A LIFETIME OF GROWING CAREER OPPORTUNITIES.

Developing and growing leaders and a talented workforce are crucial to our success. Enthusiasm, a strong work ethic, passion for our industry and a desire to provide exceptional customer service are essential to the growth of our business.

As one of the nation's largest agricultural cooperatives, we help to feed the world. We provide a wide range of farm inputs, including fertilizer, seed, livestock feed, pet food, animal health supplies, petroleum products, as well as other items for the farm and home.

Come join our team and see why Southern States® is the place to grow your career! We offer a comprehensive benefits package that includes health, dental and vision insurance, volunteer time off, 401k savings plan, wellness program and educational reimbursement.

To learn more about joining  
our dynamic team, visit:  
[southernstates.com/careers](http://southernstates.com/careers)



**SOUTHERN STATES®**

Farmer owned since 1923.

# E3

## Education & Travel Award

Attend an Irrigation Show and Education Conference as an E3 Learner or Leader.



**EXPOSURE**



**EXPERIENCE**



**EDUCATION**

### For Students (E3 Learners)

It's not all about what you know, but who you know. Meet and learn from top professionals in the irrigation industry.

### For Faculty (E3 Leaders)

Faculty are encouraged to apply to attend the show to participate in classes, industry sessions and networking events.

**2016 Irrigation Show** | Dec. 5 – 9 | Las Vegas  
*Award application deadline is Oct. 21, 2016.*

**2017 Irrigation Show** | Nov. 6 – 10 | Orlando

Apply at [www.irrigationfoundation.org](http://www.irrigationfoundation.org).

### Sponsors



*Coming soon!*

 **Irrigation  
Foundation**  
**Scholarship Program**

Visit our website for more information:  
[www.irrigation.org/  
FoundationScholarships](http://www.irrigation.org/FoundationScholarships)



# LANSING

TRADE GROUP, LLC

## Interested in a career in Commodity Merchandising?



**Buying and Selling  
of Commodities**



**Daily Analysis of Markets**



**Price Developments**



self starter  
**entrepreneurial**  
drive to **succeed** grain spirit  
demonstrated **leadership**  
global mindset **TRADE.com** competitive nature  
buy

Interested in other opportunities at **Lansing Trade Group?**

Join our

## TALENT NETWORK!

Apply online at [www.lansingtradegroup.com/careers](http://www.lansingtradegroup.com/careers)





# WHAT'S IN A Mentor?

by Megan Carlin, Agriculture Future of America Marketing & Communications Manager

## BEHIND EACH OF OUR SUCCESSES

is a strong system of mentors, who push us and help polish us. Perhaps the most influential time for mentors to give us a leg up is during those first few years in the professional world.

Mentorship – both having a mentor and serving as one – is an essential value of Agriculture Future of America's Alliance for young professionals. Alliance member Ty Littau says he appreciates his mentors who have challenged him and kept him grounded. Fellow Alliance member Ellen Gilliland says mentors not only push her but also help her set boundaries and seek needed rest.

"I appreciate that my mentors have been concerned with my personal life as well as how I perform professionally," she said.

Agreeing, Jon Calhoun says, "A good mentor is genuinely interested in finding what your interests are and helping you get to the next level."

## FINDING & DEVELOPING MENTORSHIP

Each relationship looks different. Some develop from traditional supervisor-employee roles. Gilliland, project manager for Ohio Corn & Wheat, says her supervisors have been some of her best mentors. For Littau, having a strong mentor relationship with his colleagues was one of the reasons he left his home state of South Dakota and took his

current position as legislative correspondent with Senator John Thune in Washington, D.C.

"It's important when you make a large change that you have some idea of who you will be working with and who will be crafting your perspective," he said.

Calhoun also said his mentors are part of the reason he moved from Oregon to Nebraska to work with Union Pacific Railroad where he is now a sales manager. As a new hire, he was assigned a seasoned mentor within the company.

"I found that valuable; and I found even more value in informal relationships that grew organically because we had common goals," he said.

Sometimes mentorships start when you say, "I respect you. I would like to consider you a mentor." Others begin as you ask people in your network for advice on specific decisions.

"It takes a certain amount of time to figure out who you are dealing with and what their mentality is. Some of my relationships have been fairly formal," Littau said. "With others though, we simply talk on a regular basis."

With her supervisors serving as mentors, Gilliland said they never specifically set mentorship expectations. However, she did have one supervisor who was also a close friend. In that case, she said, boundaries were important.

"We labeled our conversations, 'this is a work conversation, this is a friend conversation,' so we were clear and

could pull from the correct set of expectations," she said.

Whatever the case, your relationship will benefit you if you are intentional in your conversations, said Littau. Calhoun adds that for the relationship to be mutually beneficial, you need to be open and willing to receive feedback.

"At some point, hopefully, you can begin to sharpen each other based on strengths and weaknesses," he said.

Always seriously consider and apply your mentor's advice, Gilliland says.

Littau recommends sharing the specific things you admire about your mentor and explaining how you think they can help sharpen you.

"Within the professional world, we are hard up for encouragement and positivity some days," he said.

## PASSING IT ON

Littau says he has learned more about mentorship by *servicing* as a mentor.

"What they need is a safe place to process and encouragement," he said. "I can help them zoom out and take out some of the emotion and dig into what is substantive."

Calhoun agrees saying he enjoys mentoring the newest hires at Union Pacific who have a drive similar to his. "I want to be a liaison between the person and Union Pacific and make sure they have the best experience possible."

# WORK SOMEWHERE THAT FEELS LIKE HOME.



We're looking for employees who share our passion for caring for pigs and feeding families. We offer a wide range of careers for talented people in the areas of...

- Pig Production
- Genetics & Research
- Veterinary Services
- Swine Nutrition & Manufacturing
- Financial Analysis & Accounting
- Supply Management & Logistics
- Environmental Services
- Information Technology
- And More!

**JOIN OUR TEAM TODAY!**

Jobs and Internships Await You!

Find jobs at:  
[www.TheMaschhoffsJobs.com](http://www.TheMaschhoffsJobs.com)



**WE ARE PROGRESSIVE FARMING.  
 FAMILY STYLE.**



A great college job that can turn into a career.

**JOIN OUR FLOCK!**

Many fields!

OVER **40** Degrees or Types of Education

Great pay & benefits!

**\$12.75/hr** to start, with positions up to **\$16/hr**

Excellent wages, monthly bonuses, insurance, vacation, 401k with company match, advancement, on-the-job training, education reimbursement, and MORE!



Jobs and internships at [GNPCompany.com!](http://GNPCompany.com)



The "Mother Hen" of two premium, natural chicken brands



Just **BARE** Chicken

dedicated to healthy food, families & farms

320.251.3570



# A day in our life...

# Join us!



Check out possible produce careers at [agcareers.com](http://agcareers.com)

*Helping inform you of opportunities in the global produce industry.*

**Center** FOR  
**Growing**  
**Talent**   
BY **pma**

[GrowingTalentbypma.org](http://GrowingTalentbypma.org)

# BUILD YOUR CAREER WITH THE WORLD'S LEADING ANIMAL HEALTH COMPANY



**BECAUSE THE WORLD DEPENDS ON ANIMALS –  
THOSE WHO CARE FOR THEM CAN DEPEND ON US.**

**ALWAYS DO THE  
RIGHT THING**

**OUR COLLEAGUES  
MAKE THE DIFFERENCE**

**CUSTOMER OBSESSED**

**RUN IT LIKE YOU OWN IT**

**WE ARE ONE ZOETIS**

For more information, visit [www.zoetis.com](http://www.zoetis.com)

**zoetis**

**Growing today  
for tomorrow.  
Farming, the  
biggest job  
on earth.**



**Join us and help growers make the most of  
a precious resource.**



Check out the video, "Growing Today for Tomorrow," at [www.youtube.com/BASFAgProducts](http://www.youtube.com/BASFAgProducts), or scan the QR code.

See opportunities available at <http://jobs.basf.com>.

 **BASF**

We create chemistry



People...Products...Knowledge...

# NOURISH YOUR FUTURE



## Internship. Training. Leadership.

As one of the leading distributors of agricultural inputs, Helena Chemical Company helps students develop knowledge in agronomy, technology, leadership, sales skills & field marketing through our Summer Internship Program.

Helena prepares and trains all interns for a “real world” experience. Training takes place in the classroom and in the field by our professional support staff. Past interns tell us that the hands-on training approach is the best in the industry.



INTERNSHIP · TRAINING · LEADERSHIP

*Your future begins today.*

Helena is actively seeking interns across the country.  
To learn more about internship opportunities with Helena, contact us at:  
[helenachemical.com/promotions/2017-summer-internships](http://helenachemical.com/promotions/2017-summer-internships)



@HelenaIntern

## SHINING A LIGHT ON

# women IN AGRICULTURE

by Kristine Penning, AgCareers.com Creative Marketing Specialist

**KRYSTA HARDEN**, a farm girl from Georgia, has dedicated her career to helping American farmers through various roles in the U.S. government, ultimately serving as Deputy Secretary of the USDA alongside Secretary Tom Vilsack. Throughout her 30-year history in agriculture, she admits that women have not always been treated equally in the industry, but she has never let that stop her from reaching her goals.

"There are times still when I am the only decision-maker at the table who is female and that is changing," Harden said. "In the past, I didn't have the automatic acceptance that some of my male peers had; I always had to earn it. There have been times I felt that my ideas or concerns were dismissed or even ignored because I was a female. I found I had to work harder and to always make sure my facts were correct and I had every detail just right. There was no room for even a minor mistake. I was raised by parents who helped me have confidence to be that different voice and to contribute even though it may not always be comfortable or easy."

While both men and women today would tell you that the perception of women in agriculture has changed for the better, a 2015 study done by AgCareers.com sheds light on the issues still faced by women in agriculture. More than 2,000 responses indicate a disparity in pay between genders with men typically earning more than women. Harden, who now serves as the Vice

President Public Policy and Chief Sustainability Officer with DuPont, recognizes that women are sometimes hesitant to ask for what they deserve.



"It's not always comfortable for women to ask for raises or promotions," Harden said. "It can be hard to recognize your own worth when others are making you feel less. I believe strongly that women need to help other women. We need to be fair to all candidates but certainly should be encouraging women to apply for key positions and help mentor them for growth at the highest levels."

Despite a wage and hierarchy gap in agribusiness, this study also revealed that more than 90% of both men and women believe that women are an integral part of agriculture.

"Women have always been involved in agriculture yet our roles haven't been valued as much as they should," Harden said. "The good news is the awareness of women's contributions is changing."

Harden said she is excited about the future of agriculture knowing that more and more women are getting involved.

"Not everyone will be on a farm or ranch and they will contribute to the industry in other ways," Harden said. "We need researchers, communicators,

79% of women felt there was gender inequality in agribusiness. Just 47% of men felt the same.



1/2 of women surveyed said they had experienced blunt sexism at work.



49% of women felt they would be better compensated if they were male.



70% of women hoped to advance to a higher level role one day.



80% of both men & women felt the attitude toward women in ag has changed for the better in the past decade.

policy makers, nutritionists, marketers, economists, conservationists, teachers... the list is long and jobs are available!"

Her advice to young women in ag?

"Look at your opportunities, not your limitations. You can do it. And there are other women and men here to help. We need and want your voice, your energy, your ideas, and your passion!"

You can view the full "Gender Roles & Equality in Agribusiness" survey report on [agcareers.com/reports.cfm](http://agcareers.com/reports.cfm).



Founded in 1974 as a small family operation, Christensen Farms is now a leading producer and processor of high quality pork products with operations in Minnesota, Iowa, Illinois, Nebraska and South Dakota. Focused on achieving our mission every day, Christensen Farms offers a wide range of career opportunities.

From production staff to veterinarians, nutritionists to meat scientists, feed mill drivers to plant workers, Christensen Farms offers a highly collaborative and professional work environment with endless opportunities for development and growth. Combine your passion with a growing career at Christensen Farms today!

**CHRISTENSEN**  
**Passion Drives *FARM*'s Our Purpose**

**www.christensenfarms.com (800) 889-8531**

# JOIN TEAM ADM



Visit [adm.com/careers](http://adm.com/careers) to learn how you can use your talents to help ADM connect the harvest to the home, transforming crops into products that serve the vital needs of a growing world.





# BECOME A STANDOUT IN YOUR FIELD.

## CONNECT & DISCOVER

- Industry News and Information
- Community Involvement Opportunities
- More Than 150 Careers in Agribusiness Available Nationwide

**100 Years  
of Service  
to Rural  
America!**

**Build your future on a solid foundation. Visit [farmcredit.com/careers](http://farmcredit.com/careers) today!**

Farm Credit has internships and career opportunities available in both rural and urban communities across the U.S.

- Accounting
- Information Technology
- Communications
- Legal
- Credit
- Loan Officers
- Finance
- And More!

# Looking to the FUTURE

KANSAS STATE UNIVERSITY | Master of Agribusiness

for Food, Animal Health and Agribusiness  
[mab.ksu.edu](http://mab.ksu.edu)

## KANSAS STATE UNIVERSITY

- 📍 Worldwide; Manhattan & Olathe, KS
- 👤 Deborah Kohl
- ☎ 785-532-4495
- ✉ [mab@ksu.edu](mailto:mab@ksu.edu)
- 🌐 [www.mab.ksu.edu](http://www.mab.ksu.edu)

The Master of Agribusiness program at K-State is an award-winning master's degree designed for food, agribusiness, and animal health professionals offered through a combination of distance and on-campus sessions. The 2.5 year program provides an opportunity to earn a master's degree for those who would like to obtain graduate-level business and economics training while continuing their career. MAB students are employed in all sectors of the food, animal health and agribusiness industries and are located around the world—creating a diverse learning environment.



## PURDUE UNIVERSITY & INDIANA UNIVERSITY

- 📍 West Lafayette, IN
- 👤 Taryn Nance
- ☎ 765-496-2447
- ✉ [tnance@purdue.edu](mailto:tnance@purdue.edu)
- 🌐 [agribusiness.purdue.edu/degrees](http://agribusiness.purdue.edu/degrees)

The MS-MBA in Food and Agribusiness is the premier online, dual-degree program for professionals working in the industry. Upon completion of the 27-month program, students earn two degrees: a top-ranked MBA from Indiana University's

**EDITOR'S NOTE:** Time to rethink your career direction? The AgCareers.com University Partners program provides universities with graduate and distance education programs in agriculture the opportunity to reach out to students and professionals. Find out more about these programs: click on the University Partners icon on [www.AgCareers.com](http://www.AgCareers.com).

Kelley School of Business and an MS in agricultural economics from Purdue University. This non-thesis program has a 99 percent graduation rate and is delivered entirely online, except for five one-week residencies, which includes an international experience. Program requirements are: a bachelor's degree, three years of responsible work experience, business recommendations and GMAT scores.

**Advance your agricultural career.**  
Explore online degrees, certificates, and badges.



## COLORADO STATE UNIVERSITY

- 📍 Online
- 👤 Student Success Team
- ☎ 970-492-4898
- ✉ [online.colostate.edu/contact](mailto:online.colostate.edu/contact)
- 🌐 [online.colostate.edu/agcareers](http://online.colostate.edu/agcareers)

Programs Offered: Master of Agriculture – Integrated Resource Management specialization; Bachelor of Science in Agricultural Business; Bachelor of Science in Horticulture – Horticultural Business Management Concentration.

Colorado State University's online Agricultural Business, Horticulture, and Integrated Resource Management programs provide the academic rigor, value, and convenience that you need to move forward in your agricultural career, and each program can be tailored to meet your specific goals. Earn a highly-respected, regionally-accredited degree from world-class faculty when and where it works best for you. Colorado State University offers flexible online degrees that prepare you to successfully meet the challenges faced by today's agricultural professionals. Explore online options like certificates and badges if you're not looking for a complete degree program, but would like to customize your studies further.

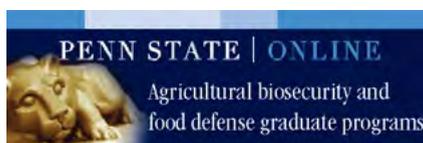


## IOWA STATE UNIVERSITY

- 📍 Anywhere
- 👤 Michelle Zander
- ☎ 515-294-7656
- ✉ [agonlinehelp@iastate.edu](mailto:agonlinehelp@iastate.edu)
- 🌐 [www.agonline.iastate.edu](http://www.agonline.iastate.edu)

Programs Offered: Ag Education M.S., Agronomy M.S., Seed Technology & Business M.S., Plant Breeding M.S., Community Development M.S., Swine Science Undergraduate Certificate, Food Safety & Defense Graduate Certificate, Occupational Safety Undergraduate Certificate.

Iowa State University is home to some of the most respected agriculture degrees in the world, and now you can earn yours online. Online programs from the College of Agriculture and Life Sciences are designed for ag industry professionals just like you, enabling you to advance your education and career while working full-time. Every program features a rigorous, integrated curriculum dealing with real industry challenges and taught by distinguished faculty. Choose the program for you and begin your adventure at ISU today!



## PENN STATE WORLD CAMPUS

- 📍 Worldwide
- 👤 Gretchen Kuldau
- ☎ 814-863-7232
- ✉ [gak10@psu.edu](mailto:gak10@psu.edu)
- 🌐 [worldcampus.psu.edu/ag-careers](http://worldcampus.psu.edu/ag-careers)

Penn State's online Master of Professional Studies in Homeland Security with an option in Agricultural

Biosecurity and Food Defense offers core courses that provide a fundamental understanding of homeland security issues. The courses focus on areas such as food science, plant protection, and animal security. If you prefer, start with the online graduate certificate program in agricultural biosecurity and food defense. The curriculum is designed so that the 12 credits you earn through the certificate may be applied to the agricultural biosecurity and food defense option in the master's degree in homeland security. Threats to our food supply chain may cause illnesses or loss of life, generate fear, cause economic loss and social instability; now is the time to learn to safeguard it.



## UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

- 📍 Champaign-Urbana, IL
- 👤 Online Student Services
- ☎ 217-333-1462 or 800-252-1360
- ✉ [online-info@illinois.edu](mailto:online-info@illinois.edu)
- 🌐 <http://academics.aces.illinois.edu/future-students/off-campus>

Advance your career with online courses from the College of Agricultural, Consumer & Environmental Sciences (ACES). We are known for our globally competitive students and first class discovery research. Our offerings include: Master's Degree in Ag Education, Master's in Crop Sciences, Master's in Food Science, Degree in Natural Resources and Environmental Sciences, and Crop Sciences Professional Development Certificate. Our online programs are designed for professionals who want to update their competencies on a part-time basis.



When you take your career to Monsanto  
*you will make a difference and*  
 you can help change the world.



We are more than 20,000 employees dedicated to contributing to a smarter way to feed the world.

Monsanto is a sustainable agriculture company. We deliver agricultural products that support farmers all around the world. We produce seeds for fruits, vegetables and key crops – such as corn, soybeans, and cotton – that help farmers have better harvests while using water and other important resources more efficiently. We also have professional development programs and a history of building careers. Sound like a job for you?

[jobs.monsanto.com](http://jobs.monsanto.com)



MONSANTO



Monsanto is an equal opportunity employer, we value a diverse combination of ideas, perspectives and cultures. EEO Employer Minorities/Females/Protected Veterans/Disabled  
 Monsanto & Vine Design® is a registered trademark of Monsanto Technology LLC. © 2016 Monsanto Company

# AG EXPLORER

Find *your* Future in Agriculture

Explore careers within agriculture—careers that may have you using advanced equipment, creating new hybrid seeds, raising animals, managing people, or designing new products or packaging.



Which career is right for you? Find out by:

- **Watching videos**
- **Exploring career pages**
- **Completing the interactive Career Finder**



## What is the Career Finder?

An interactive tool that takes in your preferences and calculates and shares out the best career options for you.

Find your future in agriculture today  
at [FFA.org/AgExplorer](https://FFA.org/AgExplorer)



**Discovery**  
EDUCATION

**AG**careers.com is the strategic career success partner of the National FFA Organization.

**The FFA Mission:** FFA makes a positive difference in the lives of students by developing their potential for premier leadership, personal growth and career success through agricultural education.