



Senior Field Grain Buyer

Division: POET Grain

FLSA Status: Exempt

SUMMARY

The Senior Field Grain Buyer demonstrates proven leadership and strong understanding of all Grain Buyer roles and responsibilities. The Senior Field Grain Buyer is also responsible for training and guidance of other Grain Buyers. Senior Field Grain Buyers take a lead in executing POET Grain strategy through effective use of the various types of contracts offered and POET Grain tools. Senior Field Grain Buyers understand how profits are generated in different market conditions and how the various contracts support that goal. Senior Field Grain Buyers are fully aware of all POET Grain policies and procedures and successfully operate within those routinely without direction.

The Senior Field Grain Buyer is responsible for procuring grain from producer customers, may work with commercial accounts, and manage a customer database. The Senior Field Grain Buyer is responsible for the development and retention of customer relationships which may involve customized marketing plans. Team members in this position will understand freight spreads and monitor the competitiveness of cash grain bids and related factors that affect the net selling price for the customer. They also must develop and build strong customer relationships. This position will be on-farm in face to contact with customers 80% of the time and in office 20% of the time. The Senior Field Grain Buyer must monitor CBOT grain prices, basis levels, fundamental and technical market factors at all times in order to talk intelligently to customers about the market and procure grain. Senior Grain Buyers must understand and speak to grain weighing and grading procedures and policies.

ESSENTIAL FUNCTIONS

Perform all functions of a Grain Buyer:

1. Have a strong understanding of the producers, production capabilities and demand base of the local area.
2. Procure grain supplies through the purchase of grain from producers and commercial accounts.
3. Have thorough knowledge of grain contracts and marketing alternatives and be able to explain these to customers.
4. Seek out new potential customers for POET using phone, traveling to farms, and holding various types of meetings in a variety of venues.
5. Manage and keep current customer database.
6. Analyze local supply/demand, competition, crop and market conditions (including carry/inverted markets) to buy grain at optimum price levels.
7. Monitor competitiveness of cash bids within the local trade area.
8. Maintain familiarity with fundamental and technical market factors to talk intelligently about market outlook and share with the grain team and customers.
9. Maintain reports detailing customer volumes and marketing trends. Share with the grain team and use them to originate grain.
10. Daily use of the POET Grain tools to buy grain efficiently.
11. Gather market intelligence on competitor activities and share with grain team.
12. Develop arbitrage/merchandising opportunities for grain.
13. Review grain position daily and implement strategies.
14. Initiate contractual agreements for grain and ensure the accuracy of contracts.
15. Hedge all grain purchases in coordination with POET Grain policies.
16. Maintain all grain records in an "audit ready" status at all times.
17. Provide, as required, reports to management.
18. Work in an honest and ethical manner; maintain confidentiality on all business related matters.
19. Maintain a very high level of customer service along with a positive, friendly atmosphere.
20. Foster a culture of safe behavior and environmental compliance at all times.

Additionally the Senior Field Grain Buyer will:

1. Understand current POET Grain strategies and able to execute on that daily.
2. Proven to be trusted and sought out by customers.

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3. Proven ability to gain new customers and retain them.
4. Proven to be a leader among the area Grain Buyers.
5. Takes responsibility for training and guidance of other Grain Buyers.
6. Ability to organize and present marketing meetings to customers.
7. Other duties as assigned.

EDUCATION & EXPERIENCE REQUIREMENTS/COMPETENCIES

To perform the essential functions of this position successfully, an individual should be able to demonstrate and provide the following:

- Bachelor's Degree in marketing, ag business, animal science, agriculture or related field, and demonstrated multi-year successful experience in the grain industry.
- 5 years of grain merchandising/origination/advisory experience preferred with a demonstrated background of success.
- Knowledge of fundamental and technical market drivers pertaining to grain.
- Understanding of options strategies in conjunction with cash grain sales.
- In-depth experience in all aspects of Customer Relationship Management.
- Solid and persuasive business communication and interpersonal skills.
- Ability to seek out and build strong customer relationships as well as the proven ability to grow and manage a sales territory.
- Ability to prioritize in a fast-paced environment.
- Ability to work independently, exercise good business judgment, and use discretion to analyze and address merchandising opportunities.
- Microsoft Office Suite capabilities with the ability and willingness to learn new software applications.
- Excellent organizational, time management, and communication skills as well as the ability to adapt to change.

WORK ENVIRONMENT/PHYSICAL REQUIREMENTS

This position is largely self-directed and requires a thorough understanding of company policy, procedures, and values. Team members will be required to adhere to all safety requirements at all times and in all work environments.

The ability to schedule and account for customer appointments that will place you on the yard; conducting business in the shop, on the tailgate, in the planter, on the combine, or at the table 80% of the time. Overnight travel will be required less than 5% of the time.

Specific physical requirements may include:

- Occasionally lifting weights of fifty (50) pounds or less.