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Outside Operations Team Member Position Description & Desired Job Qualifications

Listed below is information regarding the Company's Outside Team Member job description and desired professional & personal qualifications.

Reports

- Position reports to General Manager

Primary Job Responsibilities

- Equipment Operations, including, but not limited to: Rogators, Terragators, Mowers, Forklifts, Skid loaders, Semi Tractors and Trailers, Pickup Trucks, Tractors, and Combines.
- General Mechanical Work
- General Construction/Maintenance Work
- General Yard Maintenance
- Chemical, Fertilizer, and Grain Handling
- Follow all company policies which includes safety & regulatory.
- Work with customers, supervision, the public and Bollmeyer co-workers in a courteous and professional manner.
- Ensure that federal and state regulations pertaining to chemicals and fertilizers are observed and adhered to.
- Understand the business functions of the Bollmeyer employee team and assists the team in improving the efficiency and profitability of the Company.
- Perform other duties and responsibilities as assigned by supervision.

Desired Qualifications

The ideal candidate should possess the following:

- Have a high level of motivation and be a self-starter.
- Good interpersonal and team building skills with a positive attitude and ability to establish relationships with field personnel, supervision and customers.
- Possess good communication and presentation skills along with organizational skills.
- Ability to work independently with minimal supervision.
- Commercial Chemical Applicator License or ability to quickly obtain one.
- Class A CDL w/Tanker License or ability to quickly obtain one.
- Willing and able to work extended hours in-season and when necessary.
- Has a good mathematical aptitude and is able to formulate chemical & fertilizer applications.
- Mechanical aptitude with ability to problem solve.
- Agronomy/seed experience, OR ag-related intern experience, OR Agricultural/Farming background, preferred.

Environment

- Workers will be exposed to dirt & dust, chemicals, noise.
- Worker must have ability to walk, bend, climb stairs or ladders, lift 50+ pounds, perform duties at heights.
- Worker must be able to sit or stand for extended periods of time.

Compensation package commensurate with experience & education

- It will take time to learn our processes, products & services and become acquainted with the Bollmeyer customer base. Therefore, a formal review of operations performance and pay will be conducted at the six-month anniversary of the starting date.
- Bollmeyer, Inc. has incorporated a bonus plan in their compensation package. This bonus is dependent upon company profitability, customer satisfaction and quality of work. The plan incorporates years of service, wage, performance, and attendance variables. The full plan will be presented upon offer.

Company Sponsored Benefits

- The Company offers Group Health Insurance coverage. The Company will contribute towards your choice of three policies (details of policies will be given upon hiring) - eligible at the first of the month following 60 days of employment.
- Paid Time Off (PTO): Granted at each anniversary date.
 - After 6 mos 24 hours
 - After 1 year 40 hours
 - After 2 years 80 hours
 - After 5 years 120 hours
 - After 15 years 144 hours
- 6 paid holidays – following 90 day introductory period
- SIMPLE Retirement Plan w/ company paid 3 % match – following 6 mos of employment
- \$25,000 Term life – eligible on the first of the month following 90 days of employment
- Short Term Disability Insurance (Bollmeyer paid) - eligible on the first of the month following 6 mos of employment
- 8 weeks max. - 60% salary with a cap of \$450/week.
- AFLAC Supplemental Insurance (voluntary - employee paid at reduced group rates) - eligible upon hire