



Operations Management Associate 2019

All candidates must complete Cargill's online application prior to interviewing. Below you will find a link that will direct you to complete the application for this position. To be considered for employment with Cargill, you must apply online and complete the entire application process, along with an e-signature. Please complete your application as soon as possible.

Position Application: <https://cargill.taleo.net/careersection/10220/jobdetail.ftl?job=CAN00599&tz=GMT-05%3A00>

Early Careers at Cargill:

From day one, you will be an integral part of the team. You will have the opportunity to build specific skills, knowledge and attitudes that will enable you to transition to various roles within Cargill. We pride ourselves on having one of the most diverse career trajectories in the industry. As an associate, you will collaborate and build relationships with colleagues and clients who represent diverse work, culture and resolution styles. At Cargill we look for people who want to grow, support, think and produce. You've got big plans. We can help you pursue them.

Operations Management Associate Position:

This 6-18-month training program enables you to become familiar with the workflow of plant operations. Your training will include:

- *Risk Management:* Leadership in safety and regulatory compliance consistent with Cargill's Guiding Principles. Food and Feed Safety are of critical importance to Cargill's businesses.
- *Talent Management:* Lead, coach, and develop a diverse team of operations employees to ensure goals and standards of the organization are being met. Gain knowledge of Human Resources policies, participate in the hiring of new team members, and develop and implement strategies to maintain and increase employee engagement.
- *Reliability Excellence:* Maintain plants to ensure they are always capable of serving and meeting customer requirements.
- *Operational Effectiveness:* Lead plant operations in alignment with all business functions to effectively and efficiently achieve business and profitability objectives.
- *Capital Effectiveness:* Effectively deploy capital and manage capital projects to ensure ongoing market competitiveness of plant assets.
- *Continuous Improvement:* Lead production process improvements through utilization of continuous improvement tools/activities.

Environment:

This role involves physical activity in food, and/or grain processing environments which generally requires a moderate amount of exertion on a fairly regular basis – involving bending, stooping, squatting, twisting, reaching, working on irregular surfaces, occasional lifting of objects of 10-25 pounds. The work may also involve other exertions, conditions or exposures (i.e. heat, cold, grain dust, etc.). There is also a possibility of working various shifts including 2nd and 3rd shift hours.

Associate Program Benefits:

- Relocation benefits to associates who qualify (based on mileage).
- Comprehensive medical, dental, vision, retirement benefits package.
- Tuition reimbursement to associates who wish to continue their education in their career field.
- Access to Cargill volunteer and community outreach opportunities and paid time off to participate in volunteer activities.

Potential Business Areas:

- Beef processing
- Poultry processing
- Grain processing

Job Locations:

- High River, AB
- Calgary, AB
- Guelph, ON
- London, ON
- Plant setting

Required Qualifications:

- Pursuing a Bachelor's degree from an accredited program in any discipline
- Must be legally entitled to work for Cargill in Canada
- Demonstrated ability to work effectively with individuals from diverse backgrounds and cultures
- Willing and able to relocate
- Ability to contribute, both as part of a team and individually
- Strong communication skills – written and oral
- Must be able to complete essential functions of this job as outlined in the job description with reasonable accommodations
- Willingness to work 1st, 2nd, and 3rd shifts
- Willingness to work weekends

Preferred Qualifications:

- Pursuing an agriculture or business-related degree (including but not limited to Animal Science, Ag-Economics, Ag-Business, Ag-Education, Agronomy, Food Science, Feed Science, Meat Science, Grain Science, Operations Management, Ag-Systems Management, Ag-Engineering, Supply Chain, Mechanized Systems Management, Industrial Engineering, Industrial Distribution).

Working at Cargill is an opportunity to thrive—a place to develop your career to the fullest while engaging in meaningful work that makes a positive impact around the globe. You will be proud to work for a company with a strong history of ethics and a purpose of nourishing people. We offer a diverse, supportive environment where you will grow personally and professionally as you learn from some of the most talented people in your field. With more than 150 years of experience, Cargill provides food, agriculture, financial and industrial products and services to the world. We have 150,000 employees in 70 countries who are committed to feeding the world in a responsible way, reducing environmental impact and improving the communities where we live and work. Learn more at www.cargill.com.

Cargill is an equal opportunity employer.