



Career Opportunity

Federated Co-operatives Limited, and the Co-operative Retailing System (CRS) are helping tomorrow's agriculture leaders get a head start on their careers. The Excellence in Ag Program is a unique scholarship and internship opportunity that helps finance a student's education, provide valuable field experience, and build their professional career in the agribusiness industry. Students studying agriculture at an accredited institution will enter the program every year.

This year, we are looking for 4 new students to join the Excellent in Ag Program. Here the benefits of applying for the Excellence in Ag Program:

- **Scholarships:** Scholarships are awarded in installments of \$2000–\$4000 annually up to a maximum of \$16,000 towards an applicable degree and completion of the program.
- **Internships:** Paid internships will be available for up to three years in Manitoba, Saskatchewan, or Alberta. During this internship, students will be fully integrated into the Agro Team at a local co-operative.
- **Employment:** Upon successful completion of post-secondary education, students have the opportunity for full-time employment — including a signing bonus — at a local co-operative.

Who we are:

As a co-operative, we do business differently. We believe in working together to serve Western Canadians, delivering profits back to our communities and investing in sustainable growth. Our work is guided by our values of integrity, excellence and responsibility and driven by our vision of building sustainable communities together. To learn more about who we are, visit www.co-op.crs.

What you'll do:

The Excellence in Ag Student is critical to a local Co-op in the CRS. You will work with a local Co-op and will learn how a retail functions. You will get the opportunity to work with the entire Ag Solutions Team (Seed, Crop Protection, Ag Equipment, Fertilizer and Feed).

- Complete training plans to understand the retail business while providing timely, and accurate agronomic information and guidance on seed choices, weed, disease, and insect management, and crop nutrition to our grower customers.
- Participate in field activities such as scouting, soil test recommendations, develop crop plans and capture in-field data management working with grower customers to develop cropping and crop nutrition plans.
- Work with current and prospective grower customers to expand awareness of Co-op agronomic services and product lines as well as coordinate and deliver content at grower meetings or field tours.
- Adopt and become proficient in AgZone, which is Co-op Agro digital ag platform to provide insight to your Co-op Agro team on product forecasting and sales targets to meet or exceed sales and margin targets.
- Work with your retail team to develop and deliver marketing programs, manage manufacturer programs, and determine issues in product performance, facilitating resolution of product performance inquiries within the shortest possible time frame.
- Perform your duties in accordance with Health and Safety guidelines.



Why it matters:

Our Agro team helps to feed and grow Western Canadian communities by sourcing and distributing products and services to local Co-ops in the feed, crop supplies and fertilizer businesses

Who you are:

You are looking for a career in Agriculture and:

- You must be entering or already enrolled in a diploma or degree program in agriculture at an accredited post-secondary institution.
- Candidates should be registered, or eligible for registration, with the respective provincial Professional Institute of Agrology.
- You have the ability to work both independently and as a member of a highly motivated team.
- You must be creative and resourceful; strong public speaking skills are an asset.

Application Requirements:

Please note if you fail to attach all the required components of the application you may not be considered:

- Resume.
- Proof of enrolment in a post-secondary institution or conditional letter of acceptance
 - *You must be entering or already enrolled in a diploma or degree program at an accredited post-secondary institution.*
- Transcript of academic record
 - *This can be provided at a later date for students entering into their first year of post secondary education.*
- Two letters of reference from a teacher, principal, guidance counselor, supervisor or mentor (with at least one being from a work supervisor).
- 500-word essay or video on one of the following options:
 - *Co-operatives and their impact on local communities*
 - *The future of agriculture in Western Canada*
 - *The best coach or teacher you have had and what made them a great leader or mentor*

Timelines:

If this opportunity speaks to you, we invite you to apply by **October 15th, 2023**. We will begin interview selected students by October 30, 2023. Each application will be reviewed and vetted by a selection committee. We thank all candidates for their interest, however only those selected to continue in the recruitment process will be contacted. If you require support to apply for this opportunity, please contact us at fclhr@fcl.crs.



We are committed to providing reasonable accommodations throughout the recruitment process to ensure an enjoyable candidate experience. If you require an accommodation during the recruitment process, we invite you to submit your requests to us via fclhr@fcl.crs. All information received will be kept confidential.

Please note you may be required to undergo a background check and substance test in accordance with FCL and local Co-op policies.

FCL embraces diversity and inclusion. We're working to create a workforce that is as diverse as the communities we serve and an environment where every team member brings their whole self to work. We believe all candidates should feel at home with us and be given the opportunity to fully participate during the recruitment process.