



OVS Agronomist Job Description

This position is responsible for directly and supportively assisting the Farm Managers and Pest control Advisors with the development and implementation of sound agronomic practices for a variety of high value fruit, hops and nut crops. This position primarily works with the Pasco Outside Sales Team. This position is a salaried position with team based Incentive Compensation Program.

ESSENTIAL DUTIES AND RESPONSIBILITIES other duties as assigned...

- Directly makes, fertilizer and soil amendment recommendations for the various crops throughout the assigned region.
- Stays abreast of all applicable regulations and informs Farm Managers and Grower Representatives of changes and requirements.
- Directly conducts field research in plant and soil fertility, irrigation, pesticides, growth regulators, and new technologies that can bring value and improvement to customers farming operations.
- Meets and builds upon already strong established relationships with various accounts.
- Directly brings any up-to-date and pertinent agricultural or agronomic information to the company.
- Helps with or directly grows the team account base by soliciting new accounts to serve and asks for referrals. Our consultants are team based and not commissioned sales. We work together as a team to execute and serve our customers together.

JOB DUTIES

- Accurately fulfills orders, generates quotes, ensures follow up with customers, and completes all orders to customer satisfaction.
- Manages time well and stays organized. Maintains a weekly and monthly calendar.
- Generates new and repeat sales by providing product and technical information in a timely manner. Answers all customer questions.
- Determines customer requirements and expectations by asking good questions in order to recommend specific products and solutions.
- Recommends alternate products based on cost, availability or specifications.
- Increases sales and average order size by means of cross-selling, up-selling, add-on sales and offering promotional sale items.
- Prepares formal quotes for potential customer orders, and follows up on opportunities.
- Effectively uses our computer operating systems for daily processes.

- Communicates immediately with purchasing department when product is low or needed.
- Works as part of a team to manage, support, and grow the OVS account base.
- Maintains a neat office and work environment.
- Assists and supports other Agronomist/Crop Advisors with deliveries, soil and tissue samples.
- Supports and maintains insecticide traps and assists with identification and reporting.
- Maintains punctual, regular and predictable attendance.
- Works collaboratively in a team environment with a spirit of cooperation.
- Displays excellent communication skills including presentation, persuasion, and negotiation skills required in working with customers and coworkers, including the ability to communicate effectively and remain calm and courteous under pressure.
- Respectfully takes direction from manager.

SUPERVISORY RESPONSIBILITIES

This position does not have any supervisory responsibilities.

QUALIFICATIONS

Ability to perform essential job duties with or without reasonable accommodation and without posing a direct threat to safety or health of employee or others. To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE

Bachelor's degree (B. A.) from four-year College or University in agronomy, soils or nutrients; or three to five years related field experience and/or training in fruit, hops or nut crops; or equivalent combination of education and experience. An understanding of soil science and pest management and the ability to make appropriate recommendations preferred.

LANGUAGE SKILLS

Strong verbal and analytical skills with the ability to interact effectively with all levels of employees and management. Ability to read, analyze, and interpret general periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public.

MATHEMATICAL SKILLS

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

COMPUTER SKILLS

Has advanced basic computer job skills including logging on to systems, ability to communicate by email, ability to compose documents, enter database information, create presentations, download forms, and preserve/backup important data.

REASONING ABILITY

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

CERTIFICATES, LICENSES, REGISTRATIONS

This position requires a Certified Pesticide Consultants License and a valid Driver License with a clean driving record and possible required driver's medical card.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Continuous use of both hands; including grasping, pulling and pushing. Walking on even and uneven surfaces. Reaching overhead and below the shoulder, twisting, sitting, lifting, bending, walking, stooping, climbing, sight, hearing. Must be able to lift up to 60 pounds. Must tolerate dust, heat, farm chemicals and farm machinery.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently exposed to toxic or caustic chemicals and outdoor weather conditions. The employee is occasionally exposed to wet or humid conditions (non-weather); work near moving mechanical parts; work in high, precarious places; fumes or airborne particles; extreme cold (non-weather); extreme heat (non-weather) and vibration.

The noise level in the work environment is usually moderate.