

General Manager Border Ag

Title: General Manager
Reports to: Board of Directors
FLSA Status: Exempt
Updated: February 2021

Overview:

Are you a visionary agriculture leader who can use customer insights, market data, and a deep understanding of industry trends to create forward-thinking ideas and go-to-market strategies? Do you have a passion for deeply understanding customers and what they need, both today and tomorrow? Do you enjoy innovation and furthering an organizational mission of being an industry leader on innovation? Are you a leader who can both influence big ideas and manage your team to execute? Are you action-oriented and wake up each day thinking about how to drive both customer success and revenue growth? If you answered yes to these questions, then this is the role for you, and we want to have a conversation with you today!!

Summary:

The successful General Manager for Border Ag will display passion and optimism creating a culture of mutual respect and trust. The General Manager will accept feedback from others and will provide appropriate feedback and recognition to others when necessary. The General Manager will ensure process controls are implemented and evaluated periodically to increase and improve cooperative efficiencies and profitability. The General Manager will not hold back anything that needs to be said and will provide current, direct, and complete actionable positive and corrective feedback to all members of the team. The successful General Manager will face any obstacle directly and will not be afraid to take appropriate action/s quickly, when necessary.

Essential Duties and Responsibilities:

- Analyzes market and competition to establish and implement short- and long-term goals focused on growth, process improvement and further development of the cooperative. Identifies external threats and opportunities and adapts strategy to the changing conditions.
- Leads the strategic direction for all functional areas of cooperative through the development of workable implementation plans. Communicates change initiatives to all stake holders to build commitment and overcome resistance.
- Develop and maintain the operating budget for the cooperative and monitors budget regularly to identify key areas of improvement.

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- Solicits and generates suggestions for improving work and applies feedback (internal and external) to foster quality focus in others, improve processes, products and services.
- Understand the cooperative service offerings (including grain, energy, and retail) within the marketplace, from a value and competitive standpoint to develop the strategic plan on sales and service offerings for the region from a need's analysis perspective.
- Maintains current knowledge of the market and technology in the agricultural industry.
- Supports and encourages cross-divisional collaboration in all areas of the cooperative.
- Coaches, develops and challenges high potential employees to ensure continual learning and development of direct reports.
- Monitor the work of all employees to correct deficient performance and effectively reward and develop all employees.
- Form process controls and communication systems with all departments to ensure smooth delivery of products, programs and services to our patrons.
- Maintains open, transparent and consistent communications with board, employees, patrons, vendors and suppliers.
- Challenge organization design to deliver value to our patrons and cooperative.
- Review and monitor current supplier product offerings ensuring the right products and services are offered to the regional market at a competitive value to our customers.
- Monitor the daily sales reports, inventory levels, accounts receivable reports, etc. in order to quickly and effectively detect, manage and correct any point of issue and identify key areas of improvement within the cooperative.

Key Competencies:

To perform the job successfully, an individual should demonstrate the following competencies:

- Visionary Leadership - Displays passion and optimism; Inspires respect and trust; Mobilizes others to fulfill the vision; Provides vision and inspiration to peers and subordinates. Designs and builds the strategy for the company.
- Change Management - Develops workable implementation plans; Communicates changes effectively; Builds commitment and overcomes resistance; Prepares and supports those affected by change; Monitors transition and evaluates results.
- Leadership - Exhibits confidence in self and others; Inspires and motivates others to perform well; Effectively influences actions and opinions of others; Accepts feedback from others; Gives appropriate recognition to others.
- Managing People - Includes staff in planning, decision-making, facilitating and process improvement; Takes responsibility for subordinates' activities; Makes self-available to staff; Doesn't hold back anything that needs to be said; provides current, direct, complete and actionable positive and correct feedback to others; lets people know

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where they stand; faces up to people problems on any person or situation quickly and directly; is not afraid to take negative action when necessary. Develops subordinates' skills and encourages growth; Solicits and applies customer feedback (internal and external); Fosters quality focus in others; Improves processes, products and services. Continually works to improve supervisory skills.

- Business Acumen - Understands business implications of decisions; Displays orientation to profitability; Demonstrates knowledge of market and competition. Aligns work with strategic goals.
- Strategic Thinking - Develops strategies to achieve organizational goals; Understands organization's strengths & weaknesses; Analyzes market and competition; Identifies external threats and opportunities; Adapts strategy to changing conditions.
- Innovation - Displays original thinking and creativity; Meets challenges with resourcefulness; Generates suggestions for improving work; Develops innovative approaches and ideas; Presents ideas and information in a manner that gets others' attention.

Education and Experience Required

- Bachelor's degree (B.A.) from four-year college or university and a minimum of 10 years progressive leadership experience and/or training; or equivalent combination of education and experience.
- 5+ Years experience within the grain industry.
- 5+ Years leadership experience.
- Ability to effectively present information and respond to questions from managers, patrons, board members, vendors and the general public.
- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- Ability to make formal presentations on a variety of work-related topics on a regular basis required.
- Ability to read, analyze, and interpret financial documents, general business periodicals, professional journals, technical procedures, or governmental regulations.
- Ability to write reports, business correspondence, and standard operating procedures.
- Prior talent management experience is required.
- Computer competency required. Proficient in Microsoft Office (M.S. Word, Excel and PowerPoint) and Internet.
- Agricultural experience is required.

Additional Information:

Equal opportunity employer, offering a competitive salary and benefits. All inquiries and information will be handled in strict confidence. If you need assistance or would like more

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information about this role, please contact Carrie Longmire at carrie.longmire@midco.net or 701.213.8800.