

## Career Development Contest - Beef

This contest is designed to provide workforce development experience for youth through creating a resume, targeting a cover letter to a specific job and participating in a mock interview. This contest is open to Senior Level 1 (grades 9-10) and Senior Level 2 (grades 11-12) youth.

- Youth should choose one of the below jobs to target their cover letter and interview experience. Position descriptions follow this introduction page.
    - Ag Business: TFC – Management Internship
    - Industry: Select Sires – A.I. Specialist Internship
    - Education: UT Extension – Animal Science Internship
  - Participants must submit a resume and a targeted cover letter in PDF format **by July 1** to [afisher3@utk.edu](mailto:afisher3@utk.edu). These 2 documents should be combined into 1 PDF file.
    - Resumes should not exceed two pages in length. Resumes will be evaluated by the judges on organization, content, grammar, layout and relevance.
    - Cover Letter is limited to one page, describing additional job qualifications and background to accompany the resume.
    - The cover letter for all 3 jobs should be addressed to Aaron Fisher, Youth Livestock Specialist, 2506 River Drive, Knoxville, TN 37996.
  - Contest judges will receive participant's resume, cover letter and selected job category before the contest to review.
  - Interviews will be a maximum of 15 minutes.
  - Participants are allowed to bring copies of their resume and cover letter. No other materials are allowed.
  - Participants should wear business casual or business professional attire for the interview.
  - Judges will place participants based on their resume, cover letter and interview.
  - Animal exhibition in Beef Expo is not required to participate in this contest.
  - Cash prizes for winners provided by the Developing Champion Youth Endowment.
- Contact Aaron Fisher ([afisher3@utk.edu](mailto:afisher3@utk.edu); 865-974-7260) with any questions.

# CO-OP

DRIVEN TO SERVE

## TENNESSEE FARMERS COOPERATIVE COOPERATIVE TRAINEE PROGRAM INFORMATION

The Cooperative Trainee program, a cherished part of the Tennessee Farmers Cooperative (TFC) long history and culture, offers a unique opportunity to those aspiring for a career in agriculture. It provides the knowledge and experiences necessary to assess potential long-term career opportunities while instilling the confidence to contribute to the cooperative they serve. A specific goal of the Cooperative Trainee program is to allow the trainee to experience the vital functions and day-to-day operations of a farmer-owned cooperative.

Cooperative Trainees are hired at one of the member cooperatives for a specific, full-time career opportunity with benefits. TFC is a Equal Opportunity Employer.

### REQUIREMENTS TO PARTICIPATE:

- Bachelor's degree from an accredited college or university or has the equivalent of education and relevant experience.
- Basic communication, reasoning, math, and computer skills.
- A desire to learn, engage, and is a self-starter.
- Desire for Tennessee agriculture and servant leadership.

### DUTIES AND RESPONSIBILITIES:

- Acquire and apply knowledge that reflects best business practices within various Co-op functions and operations.
- Assist in daily operations, based on assigned duties.
- Engage with cooperative members and customers to assist in sales, specifically identifying needs, answer questions, and provide service support.
- Provide exceptional customer service to every customer.
- Complete all curriculum requirements aimed at developing specific skills relevant to the role and broader operations.

### INTERNSHIP TIME COMMITMENT:

The program is approximately 12 months, with about a three-to-five-day commitment away from home each month (for training purposes). There will be required overnight travel involved.



The program focuses on accomplishing three broad program outcomes:

1. *Acquiring an in-depth understanding of our cooperative values and company culture.*
2. *Skill development and knowledge acquisition.*
3. *Networking and relationship building.*



## THE PROGRAM'S CORE CURRICULUM:



- **Onboarding Orientation:** Trainees review the TFC Cooperative system, discuss protocol/obligations/accountabilities, and tour TFC facilities. The tour includes visiting all departments and meeting with various TFC employees and leaders.
- **Team Building & Productivity Conference:** Trainees explore the critical practices and skills required to perform within a team setting. Specific topics include learning how to adapt to different personalities, managing change, company culture, time management, networking, business etiquette, and team building.
- **Leadership & Management School:** Topics explore the differences in leadership and managerial practices. Special emphasis is centered on the manager's role in planning, supervising, and evaluating individual and team performance.
- **Sales Excellence Training:** Trainees become familiar with the selling cycle and analyze the steps to identify customer needs, gain commitment and resolve issues, along with the practices required to provide top-tier customer service.
- **Financial School:** Topics include familiarizing trainees with our accounting system, the flow of the Co-op's monies, personal financial management, office functions of Merchant along with the services provided by Co-op Financial Solutions.
- **Marketing & Merchandising School:** Topics cover basic merchandising techniques including store layout and design, merchandise procurement, marketing, event planning, advertising, and social media strategy concepts.

## ADDITIONAL LEARNING EXPERIENCES:

- **Capstone Project:** The capstone project aims to allow learners to apply key learnings from the program to a real-world situation, and, most importantly, apply knowledge and skills acquired during the Cooperative Trainee Program. The project is interdisciplinary in that it encourages learners to investigate an organizational issue from a leadership, management, team building, financial, sales, and/or marketing perspective. Each Trainee will work on their project individually throughout their time in the program, although there will be time to work together on reviewing and revising their projects. Each trainee will present their project findings before graduation from the program.
- **Development Retreat:** A hands-on type of group learning experience that gives each participant opportunities to lead and participate in small groups to solve real challenges while exploring personal strengths and values.
- **Statewide Operations Tour:** A week-long road trip to visit member Co-op stores, TFC facilities, and local farming operations. It is designed to give trainees a better understanding of the diversification of our system, a unique networking opportunity, and exposure to agriculture across Tennessee.
- **Special Events and Meetings:** These include but are not limited to Vendor Tradeshows, TFC Annual Meeting, Answer Plots and community events.
- **Other Opportunities:** Throughout the program's duration, the trainee may be asked to attend open houses, annual meetings, regional/state product schools, and local producer meetings. Depending upon the trainee's specific interests and availability, they could participate in ride-alongs with field staff, producer meetings, and university career days.



**APPLY HERE**





## A.I. Specialist Intern Position

### **TERRITORY DETAILS:**

4 in Wisconsin and 1 in Michigan/Indiana (location within each state is flexible)

**Deadline to Apply: Oct. 31, 2024**

### **YOUR PURPOSE:**

As an A.I. Specialist Intern, you'll experience a rewarding summer of helping dairy and beef customers excel in herd reproduction and productivity. Genetics and reproduction are key performance indicators on farms; so, your expertise in this area is valuable to our producers. You'll have the opportunity to work with a team of agricultural professionals, including other A.I. Specialists, DHI Specialists, Genetic Consultants, Reproductive Specialists, Area Sales Managers, and/or Team Leaders.

### **ABOUT CENTRALSTAR COOPERATIVE:**

CentralStar's goal of enhancing producer profitability through integrated services is fulfilled by incorporating an array of products and services critical to dairy-and-beef-farm prosperity. CentralStar's product and service offerings include Accelerated Genetics, GenerVations and Select Sires genetics; extensive artificial-insemination (A.I.) technician service; genetic, reproduction, and dairy-records consultation; DHI services; diagnostic testing; herd-management products; research and development; and more. CentralStar's administration and warehouse facilities are located in Lansing, Mich., and Waupun, Wis., with laboratories in Grand Ledge, Mich., and Kaukauna, Wis. The cooperative serves dairy and beef producers throughout Wisconsin, Michigan, and Indiana, with additional DHI territory in various surrounding states. For more information, visit CentralStar Cooperative Inc. at [www.mycentralstar.com](http://www.mycentralstar.com).

### **RESPONSIBILITIES**

- Work hands-on with cattle at various types of dairy and beef farms;
- Responsible for proper heat-detection and A.I. services;
- Grow knowledge of reproductive physiology and synchronization protocols;
- Learn and help with record analysis and reproductive consulting;
- Incorporate use of electronic heat- and health-monitoring systems;
- Carry out activities independently or with a small team; and
- Upload appropriate electronic paperwork and documentation daily.

### **REQUIREMENTS/QUALIFICATIONS:**

- Strong agricultural background with a dairy and/or beef focus;
- Excellent communication skills;
- Outstanding people skills, with service-orientated attitude;
- Exceptional work ethic, with ability to work on your own and with a team;
- Valid driver's license; and
- Willing to travel, daily, to customers within a certain distance from your home.
- A.I. experience and knowledge of on-farm software is preferred, but not required.

### **BENEFITS:**

- Competitive wage
- Opportunity for professional development

**POSITION** Tennessee Extension Beef Cattle Internship Program: Animal Science Department  
10-week Summer Internship

**LOCATION** The student will work in the Animal Science Department, Knoxville, TN at the University of Tennessee. Prior to starting the internship, interns will participate in a day-long orientation to familiarize them with Tennessee Extension Programs in ANR.

**EFFECTIVE DATE** May 21 – July 30, 2024

#### **SALARY AND BENEFITS**

A stipend in the amount of \$7,600 for the 10-week internship is provided for each intern. As with any position, it is expected that an intern is able to get to and from work each day. Generally, interns ride with Extension agents and specialists during significant work-related travel and therefore do not receive a travel budget allotment.

#### **JOB DESCRIPTION**

- Develop outreach content for Adult and Youth Beef Cattle Extension programs, including but not limited to outreach activity guides/lessons for adult, collegiate, and youth audiences, youth project area guides, and educational contest information
- Attend beef cattle farm visits and conduct diet assessments, ration formulation, and other needs as requested by County Extension Agents alongside supervisors
- Assist with planning and implementation of Beef Cattle Extension events and programs including Master Beef Producer program and state 4-H contests, shows, and expositions
- Aid in teaching and judging components of 4-H Beef Cattle Projects at Academic Conference and Roundup

#### **REQUIREMENTS**

- Candidate must be enrolled in a college of agriculture, natural resources, environmental science or closely related major.
- Preference given to those that have completed at least 50 percent of the required course work for the Bachelor's degree with a cumulative GPA of 2.7 (on a 4.0 scale) or higher and has at least one more semester to complete after the summer internship has ended. Preference will be given to students presently enrolled in the University of Tennessee, Tennessee State University, any other university or college in Tennessee, or to a student resident of Tennessee enrolled elsewhere. Preference will also be given to those with Extension experience (i.e. former 4-H member, etc.) and production beef cattle experience, however, all eligible applicants will be considered.
- Must reside in, or live within a reasonable commuting distance of the assigned location. Housing not provided.
- Must have own transportation to and from work.
- Must present a written and oral report of the project accomplishments and training experience at the end of the internship.

For best consideration, applications for the internship should be submitted by **February 28, 2024**. *Applications received after this date will be reviewed if all slots have not been filled.*

Applicants may be interviewed. Successful applicants will be notified by March 30, 2024.

Apply on-line at: [https://ut.taleo.net/careersection/ut\\_knoxville/jobsearch.ftl?lang=en](https://ut.taleo.net/careersection/ut_knoxville/jobsearch.ftl?lang=en)

#### **APPLICATION REQUIREMENTS:**

- [Complete Online Application](#)
- Attach Resume to Online Application
- Attach Transcript to Online Application
- [Attach Completed Addendum to Online Application \(https://extension.tennessee.edu/eesd/Pages/SummerInterns.aspx\)](https://extension.tennessee.edu/eesd/Pages/SummerInterns.aspx)

Inquiries may be made to:

Aaron Fisher  
[afisher3@utk.edu](mailto:afisher3@utk.edu)

All qualified applicants will receive equal consideration for employment and admissions without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status. Eligibility and other terms and conditions of employment benefits at The University of Tennessee are governed by laws and regulations of the State of Tennessee, and this non-discrimination statement is intended to be consistent with those laws and regulations. In accordance with the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, The University of Tennessee affirmatively states that it does not discriminate on the basis of race, sex, or disability in its education programs and activities, and this policy extends to employment by the University. Inquiries and charges of violation of Title VI (race, color, national origin), Title IX (sex), Section 504 (disability), ADA (disability), Age Discrimination in Employment Act (age), sexual orientation, or veteran status should be directed to the Office of Equity and Diversity (OED), 1840 Melrose Avenue, Knoxville, TN 37996-3560, telephone 865-974-2498 (V/TTY available) or 974-2440. Requests for accommodation of a disability should be directed to the ADA Coordinator at the Office of Equity and Diversity.