



2019

Working at Du Mond Grain, LLC:

Our Vision: To be a *model* agricultural enterprise through *innovative* approaches emphasizing *growth* and fostering an *enjoyable* work environment.

Our Mission: Challenge, Provide, Lead and Feed

- ***Challenge*** – Challenge the status quo and thrive to be more efficient and effective.
- ***Provide*** – Provide our customers with a superior product, while providing our employees with an enjoyable work environment.
- ***Lead*** – Lead the agricultural industry through cutting-edge, innovative production, business practices, and safety.
- ***Feed*** – Feed the world, by producing high-quality, consistent products.

The expectation is that all employees embody mission and vision when making decisions, solving problems and interacting with customers and colleagues.

Job Title:

Facility Maintenance, Operations Team Member (FMO Team Member)

Summary Objective:

Our business is built on superior products, processing, and consistency which have differentiated us from our competition. The FMO Team Member is responsible for expanding this differentiation, across all aspects of the operation.

The FMO Team Manager is responsible for maintaining all grain facilities, and commodity handling including but not limited to receiving, grading, drying, cleaning, storing, shrink, processing, quality assurance/quality control and delivery.

All Du Mond Grain, LLC employee's will be expected to work outside of their normal scope of responsibility from time to time.



Essential Functions and Attributes:

- Understand the day-to-day operation of the entire grain facility ensuring that the equipment is working optimally and if it is not then fixing the problem is important
- Maintain all equipment (mechanical, electrical and technical)
- Ensure all factory safety equipment is intact, operation, and utilized throughout the facility
- Manage parts (stocking and ordering)
- Ensure the facility is clean
- Create, implement and maintain maintenance and cleaning SOPs/protocols
- Control grain inventory including – the 3 Ss' - storage, shrinkage, and spillage
- Oversee quality assurance testing and quality control
- Assist in the unloading and loading of grain commodities by truck
- Observe operations; monitor and maintain lights, dials, and gauges
- Observe and listen to machinery operation to detect equipment malfunctions
- Sit on the Safety Committee encouraging OSHA Compliance
- Work toward meeting OSHA Requirements throughout facilities (Home, Jackson, and Beach)
- Take responsibility for your safety and the safety of others
- Utilize big picture goal, to influence detail decisions
- Understand objective, then act to optimize the outcome
- Foresee problems and implement preventative solutions
- Perform logical trouble-shooting (assessing a problem, developing a strategy and completing a job well and efficiently)
- Interact respectfully with customers and colleagues
- Provide courteous and responsive customer service
- Perform related farm and trucking jobs as requested

Reports to:

Grain Manager

Supervisory Responsibility:

There is no supervisory responsibility with this position.



Competencies:

- Problem Solving
- Resilience
- Quality Focus
- Technical Capability
- Teamwork
- Critical Judgement
- Adaptability

Expectations:

Encompass confidence and humility so team will embolden trust and respect. Self-motivated, independent and a team player, detail oriented and responsible a person. Must be willing to learn, troubleshoot independently, take the initiative, perform self-directed daily tasks and communicate respectfully while engaging teammates with understanding. Encourage teammates to learn and grow to generate an enjoyable environment.

Position Details:

- Full-time hours: We have 3, 8.5 hour shifts all shifts with a 30-minute unpaid break.
 - 5:45 AM - 2:15 PM
 - 1:45 PM - 8:15 PM
 - 7:45 PM – 6:15 PM
- Extended hours may be needed from time to time
- Overtime pay at >40 hours
- Hourly, performance-based compensation
- Climbing in and on bins, legs, scale houses is necessary
- Mechanical understanding and/or training is a must have
- Paid vacation starts to accrue after 1 year of teamwork
- Paternity and Maternity leave benefits
- Team outings