

## **Monsanto Intern, Co-op and Entry Level/Trainee Opportunities for 2010**

### **Seed Production Intern**

**Locations Include:** Kearney, NE, Waco, NE, Othello, WA, Aiken, TX, Boone, IA, Grinnel, IA, Parkersburg, IA, Independence, IA, Williamsburg, IA, Waterman, IL, Illiopolis, IL, Farmer City, IL, Sikeston, MO, Remington, IN, Scott, MS, Hollandale, MS, Eloy, AZ

Seed Production Interns get hands-on experience at a North American seed production facility. Interns are assigned to Mentors who outline tasks, assist in role and project assignment and project completion. Interns are involved in fundamental aspects of operations during their employment to gain valuable process knowledge for future career opportunities. There are several functions that offer intern experiences. Generally, daily activities will likely include field activities such as performing field inspections and generating and recording data and site activities like performing facility and equipment maintenance, data entry, analysis, and reporting. Specifically, Seed Production daily activities likely include detasseling, and inventory activities such as receiving and counting product returns, reworking product, and quality sampling and testing. Pre-foundation daily activities likely include aiding in all aspects of hand pollination for breeder seed increases.

All interns will have an opportunity to participate in a cross functional experience by visiting another seed production site for a different crop, a research site, or even spend some time with a sales rep. Interns may be asked to perform a specific project assignment in addition to daily operational responsibilities. A re-cap of the intern experience and the results of any project assigned will be presented to an audience of other interns and Team Leads at the conclusion of the term. Upon completion of the term, interns, mentors, and site managers will be asked for feedback on the program and any project assignments.

#### **Qualifications:**

- Freshmen, sophomores and juniors pursuing a degree in Agronomy, Crop Science, Ag Business and interested in exploring a career in agriculture.
- Candidate must have a GPA of 3.0 or better in major
- Ability to build relationships and work well in a team based environment
- Outstanding communications skills ' ability to communicate effectively with all levels of the organization
- Self motivated with a strong results orientation. Demonstrated ability to manage a deadline while being able to focus on details
- Strong problem solving skills and an ability to organize (thoughts, data, etc)
- Excellent computer skills related to data acquisition and record keeping.
- Demonstrated leadership ability, desire to learn and willing to ask questions and adaptability to change.
- Travel may be required.

**Intern Benefits:** Interns are paid a bi-weekly salary that is determined based upon degree program and year of completion in school. You will be reimbursed for your travel to and from the work site (1 Round Trip) at standard mileage rates or one round trip coach ticket. Housing Assistance is available for students if there are at least 50 miles between your permanent residence or school residence from the work site location.

If interested, please apply online at [www.monsanto.com/careers](http://www.monsanto.com/careers).

## **Seed Production Co-ops (Soybeans)**

**Locations Include:** Clarion, IA; Redwood Falls, MN; Beaman, IA; Ashton, IL; Mason City, IL; Centralia, IL; Stonington, IL; Marshall, MO; Mathews, MO; and Windfall, IN.

It is an important time to be involved in agriculture. Why not be part of one of the best Companies in the industry? One of the most important things you can do to prepare yourself for a career in the agriculture industry is to be a Co-op for one of the leading companies in this business.

Seed Production Co-ops get hands-on experience at North American seed production facilities. Co-ops are involved in all fundamental aspects of operations during their employment to gain valuable process knowledge for future career opportunities:

- Field activities such as: planting operations, field inspections, data collection and recording, sampling, and harvesting. It can also involve interaction with seed production growers.
- Plant activities such as: inventory management (e.g. receiving and counting product returns), maintenance, conditioning and bagging operations, reworking product, seed lot sampling and testing, and overall laboratory activities.
- Safety initiatives such as driving safety and behavior based programs

Co-ops are assigned to Mentors who outline the tasks, assign projects, follow up progress, and provide overall assistance during their experience. Co-ops may be asked to perform a specific project assignment in addition to daily operational responsibilities. A re-cap of the Co-op experience and the results of any project assigned will be presented to an audience of other Co-ops and Team Leads at the conclusion of the term. Upon completion of the term, Co-ops, Mentors, and Site Managers will be asked for feedback on the program and any project assignments.

### **Qualifications:**

- College Junior enrolled in an agricultural discipline: Agronomy, Crop Science, Ag Business. GPA of 3.0 or better in major.
- This is a full-time opportunity for a term of 6 months (January through June/ August or June through late November/early December).
- Ability to build relationships and work well in a team based environment
- Outstanding communications skills. Ability to communicate effectively with all levels of the organization.
- Self motivated with a strong results orientation. Demonstrated ability to manage a deadline while being able to focus on details
- Strong problem solving skills and an ability to organize (thoughts, data, etc)
- Excellent computer skills related to data acquisition and record keeping.
- Demonstrated leadership ability; Desire to learn and willing to ask questions and adaptability to change.

**Co-op Benefits:** Co-op's are paid a bi-weekly salary that is determined based upon degree program and year of completion in school. You will be reimbursed for your travel to and from the work site (1 Round Trip) at standard mileage rates or one round trip coach ticket. Housing Assistance is available for students if there are at least 50 miles between your permanent residence or school residence from the work site location. For co-op students (working >5 1/2 months) you are eligible for reimbursement for a single course during your co-op term with us.

If interested, please apply online at [www.monsanto.com/careers](http://www.monsanto.com/careers).

**Position: Channel District Sales Manager Trainee (DSMT)**

Channel is looking for talented individuals who want to join a local sales team with one of the country's strongest growing seed brands. Channel is now hiring entry-level sales personnel who can help us deliver customized, state-of-the-art services and products to farmers. Selected candidates will join the sales team as District Sales Manager Trainees (DSMT) and complete a comprehensive training program that will teach them the ins-and-outs of being a successful sales representative for the Channel family. DSMTs will work directly with farmers to identify their business goals, and develop a customized, integrated whole-farm solution to help farmers achieve greater success.

After successful completion of the DSMT training program, you will be eligible for a full-time District Sales Manager position. Training classes begin in either January or May/June of each year and last approximately 12 months, pending individual progress and development.

**Scope of Job:**

As a District Sales Manager Trainee (DSMT), you will be responsible for the following:

- Establishing strong relationships with local farmers so you can better understand their farming goals and deliver customized, state-of-the-art services and products to help them achieve their goals.
- Learning how to effectively identify and meet farmers' needs. Delivering a high-touch experience to farmers that demonstrates Channel's innovative, flexible and creative problem solving ability.
- Achieving sales goals by successfully selling the value of the Channel "whole-farm solution" to farmers.
- Gaining a strong base of agronomic knowledge so you can assist with product placement and evaluation of seed products. Delivering personalized agronomic services that help farmers achieve optimal performance on their farm.

**Required Skills/Experience:**

- Bachelors Degree.
- Ability to sell the value of Channel's products and services.
- Demonstrated ability to build strong relationships.
- Strong listening and communication skills.
- Proven creative problem-solving ability.
- Ability to understand, adopt and work with the latest technology (computer, Internet, ag-related technology offerings).
- Ability to work autonomously and set and achieve goals with minimal supervision.
- Ability to travel/drive throughout the community and surrounding area daily. Transportation will be provided.
- Ability to lift a 60 pound bag of seed.

**Desired Skills/Experience:**

- Knowledge of agriculture industry and farming practices.
- Previous sales experience.
- Effective presentation skills.
- Involvement in community/student/athletic organizations.

In addition to our standard background check and substance abuse test, this position is subject to a driving record background check (DUI/DWI, moving violations, accidents, etc.).

## Monsanto Breeding & Breeding Technology

**Monsanto** is an agricultural company. We apply innovation and technology to help farmers around the world produce more while conserving more. We help farmers grow yield sustainably so they can be successful, produce healthier foods, better animal feeds and more fiber, while also reducing agriculture's impact on our environment.

The Monsanto Breeding and Breeding Technology Intern & Co-Op Program is committed to providing students with practical, first-hand opportunity to gain exposure to other related functions such as the Marker Lab, Seed Production Plant, and Transgenic Development.

Intern roles are paid work experiences which typically run mid-May through mid-August. Co-Op roles are also paid and last a full semester, typically January through June OR June through December.

The program is designed for students who are currently pursuing a BS, MS, or PhD degree within the Plant Sciences.

Monsanto Chemistry Interns work at one of several U.S. Monsanto sites under the guidance of Supervisors who outline general responsibilities, provide regular feedback, assist in project assignment and completion, and arrange opportunities for their student to visit other Monsanto functions.

At the completion of the internship or co-op, each student presents her/his findings to an audience of peers and to Monsanto Breeding & Breeding Tech Teams. End of Summer Presentations are hosted at a designated Monsanto site, where Interns network with scientists and learn more about future career opportunities at Monsanto.

Students participating in the Monsanto Intern & Co-Op Program must meet the following **academic requirements**:

- Current enrollment at the BS, MS or PhD level in one of the disciplines listed above
- Minimum Cumulative GPA of 3.0/4.0

In addition, applicants must be willing and able to:

- Successfully pass Criminal Background Check, Drug Screening and Driver Background Check
- Relocate for the duration of the internship assignment if necessary

Relocation to the designated Monsanto site is required for the duration of the assignment. Relocation assistance is available to those who qualify. Daily transportation to the Monsanto site is required and is the responsibility of the Intern. Any required off-site travel will be provided by Monsanto.

Monsanto is an equal opportunity employer. We value a diverse combination of ideas, perspectives, and cultures. Diversity candidates are encouraged to apply for these positions. EEO/AA EMPLOYER M/F/D/V

### **Monsanto Biotechnology General Intern Program**

**Monsanto** is an agricultural company. We apply innovation and technology to help farmers around the world produce more while conserving more. We help farmers grow yield sustainably so they can be successful, produce healthier foods, better animal feeds and more fiber, while also reducing agriculture's impact on our environment.

The Monsanto Biotechnology Intern Program is committed to providing students with practical, first-hand understanding of the Biotechnology organization at Monsanto. Our Intern roles are paid work experiences which typically run mid-May through mid-August. The program is designed for students who are currently pursuing a BS, MS, or PhD degree within one of the following areas - or a closely related discipline:

Agronomy  
Ag Engineering  
Biology  
Biochemistry  
Bioinformatics  
Biotechnology  
Cellular/Molecular Biology  
Computational Biology  
Plant Physiology/Pathology  
Process Optimization

All Interns are assigned a specific research project in addition to daily responsibilities which may include:

- Agrobacteria Preparation
- Assisting with management of seasonal employees
- Crop Scouting
- Data collection
- Greenhouse harvesting and data collection
- Nursery or yield plot planting and harvesting
- Plot establishments and maintenance
- Plant pollination
- Testing of Transgenic Events
- Volunteer plant monitoring

Monsanto Biotechnology Interns work at one of several Monsanto U.S. sites under the guidance of scientists who outline general responsibilities, provide regular feedback, assist in project assignment and completion, and arrange opportunities for their Intern to visit other Monsanto functions.

At the completion of the internship, each Intern presents her/his findings to an audience of peers and to Monsanto Biotech Teams. End of Summer Presentations are hosted at a designated Monsanto site, where Interns network with scientists and learn more about future career opportunities at Monsanto.

Students participating in the Monsanto Intern Program must meet the following **academic requirements**:

- Current enrollment at the BS, MS or PhD level in one of the disciplines listed above
- Minimum Cumulative GPA of 3.0/4.0

In addition, applicants must be willing and able to:

- Successfully pass Criminal Background Check, Drug Screening and Driver Background Check

- Relocate for the duration of the internship assignment if necessary

Relocation to the designated Monsanto site is required for the duration of the assignment. Relocation assistance is available to those who qualify. Daily transportation to the Monsanto site is required and is the responsibility of the Intern. Any required off-site travel will be provided by Monsanto.

Monsanto is an equal opportunity employer. We value a diverse combination of ideas, perspectives, and cultures. Diversity candidates are encouraged to apply for these positions. EEO/AA EMPLOYER M/F/D/V

### **Field Sales Intern**

Monsanto is looking for talented college students who want to join the U.S. Seeds and Traits business. This is your chance to be a part of a 13-week action-packed internship experience with a technology-driven company that is committed to delivering innovative products to farmers. If you want the opportunity to contribute to the success of a sales team, complete project(s) that directly meet the needs of the business, enhance your networking skills, position yourself for future career opportunities and represent one of agriculture's leading companies, join our team!

Field Sales Interns will work with a local sales team on a variety of locally defined projects. In addition, there will be at least one project related to a product launch, customer testimonials, or other marketing projects. Projects are designed to be intellectually stimulating, meet the needs of the business, and provide personal and professional development for the intern.

Intern orientation will provide an overview of Monsanto's US Seeds and Traits strategy, basic agronomic principles, technology training and peer networking opportunities to equip students for summer success. Interns will be paired with a mentor from our corporate office for personalized development of long-term career goals and a manager from their sales team to provide day-to-day feedback. Formal presentations are delivered to managers and corporate leadership at our world headquarters at the conclusion of the internship program. The internship program is typically 13 weeks in duration (mid May-mid August).

During the interview process, candidates will be asked questions to determine which of the Monsanto brands their skills and talents match most closely: Channel Bio, Fielder's Choice, National Brands (Asgrow, DEKALB and Deltapine), or one of our Regional Seed Brands (Fontanelle Hybrids, Gold Country Seed, Heritage Seeds, Hubner Seed, Jung Seed Genetics, Kruger Seed, Lewis Hybrids, REA Hybrids, Specialty Hybrids, Stewart Seed, Stone Seed Group and Trelay Seed). Candidates who are interested and meet the qualifications will be considered for multiple unique internship experiences with different brands by returning to Monsanto for multiple summers. Each brand's internships bring new challenges, opportunities and experiences to assist in career development.

#### **Required Qualifications/Competencies:**

- Collegiate standing of sophomore or above (minimum of 30 collegiate credit hours completed at the time internship begins); pursuing a minimum of a bachelors degree in an applicable field of study during the fall following the internship
- Strong written and oral communication skills; effective presentation skills
- Demonstrated self motivation and initiative with the ability to set and achieve goals with minimal supervision
- Proven leadership abilities and problem-solving ability
- Demonstrated ability to prioritize and manage time effectively
- Willingness and ability to relocate for the internship experience
- Ability to travel/drive throughout territory on a daily basis; company vehicle provided
- Ability to lift a 60 pound bag of seed

**Desired Skills/Education/Experience:**

- Involvement in student, volunteer, community, and/or athletic organization; leadership role in an organization would be extremely valuable
- Prior sales experience
- Knowledge of agriculture industry and farming practices
- Strong academic standing

In addition to our standard background check and substance abuse test, this position is subject to a driving record background check (i.e. DUI/DWI, moving violations, accidents, etc.).

**In addition to an extraordinary work experience, this internship position will include a salary based on education level, relocation assistance, a vehicle, and a cellular phone. Some overnight travel will be required. Work experience as an Intern will apply to overall Monsanto Company employee dates of service which is valuable if pursuing a long term career at Monsanto.**

**Field Research Associate**

Monsanto is seeking a highly motivated individual with the ability to work as a member of a multi-disciplinary Research Team located in (location). The Research Associate will primarily be responsible for supporting the activities of the on Site Breeder(s) and Testing Operations Manager (TOMS).

The Field Research Associate will have the opportunity to support the Breeder in coordinating various nurseries, implementing and administering Standard Operating Procedures, QA QC and safety procedures. This is an excellent opportunity to work with leading edge technology and talented cross functional scientists seeking to deliver the very best crop genetics.

**Responsibilities:**

- Developing advancement summaries on key breeding lines and testers
- Preparation of data for regional new code reviews
- Tracking inbreds and hybrids
- Selection and maintenance of testing locations and operating research planting and harvesting equipment
- Preparation for/and planting, field plot maintenance, data collection and harvesting
- Interact with scientists and breeders on and off-site for project related needs,
- Participate in task-related document creation and process review for job-related activities
- Administer the breeding nurseries and recruit, train, and develop temporary personnel
- Ensure that company assets are well-cared and properly maintained

**Required Skills/Experience:**

- BS and at least 5 years of appropriate work experience within a Plant Breeding environment
- Familiarity with breeding and research methodologies
- Knowledge of crop production, farming practices, and farm equipment operation and repair
- Working knowledge of statistics
- Ability to travel overnight for winter nursery
- Documented individual leadership skills including excellent organizational and record keeping skills
- Effective verbal and written communication skills.
- Computer skills in word processing and spreadsheet programs
- Ability to work as part of a multi-disciplinary/multicultural research team

**Desired Skills/Experience:**

- MS in Agronomy or related field
- Demonstrated an ability to write and speak fluently in English and work in interdisciplinary teams
- The ability to obtain a Class A CDL is also preferred.

### **Field Research Assistant**

Monsanto is currently seeking a highly motivated Field Research Assistant with the ability to work as part of a multidisciplinary Research Team. The Field Research Assistant will assist in all phases of a breeding program.

The successful Field Research Assistant has the opportunity to work in all operations related to field trials, seed preparation, field plot management, data collection, harvesting and trial plots.

This is a unique opportunity to work with leading edge technology and talented research scientists seeking to deliver the best in Genetically Modified Crops.

#### **Responsibilities:**

- Utilization of research equipment such as planters, combines and hand held computers for note taking.
- Manage different operations, seeding, management of plants, data collection, harvest, etc.
- Assist in computer related activities and provide support for testing activities such as operation of shelling systems, seed counters, and seed packaging
- Perform safety inspections, and assist in providing safety training and guidance to field personnel.
- Supervision and training of temporary employees
- Work closely with other research sites to keep program operating efficiently
- Participate with team to successfully maintain the Quality Standards
- Assist in other projects and perform other duties as and when required
- Overnight travel during the planting and harvest season is possible. Several 2-3 days of travel for training and other meetings are likely during the year.

#### **Required Skills/Experience:**

- BS degree in Agronomy or related fields
- Ability to work extended hours during the peak planting and harvest seasons
- Experience utilizing MS Word and MS Excel
- Ability to work effectively with interdisciplinary teams
- Demonstrated ability to balance and prioritize tasks
- Demonstrated ability to communicate effectively, both written and oral
- Basic understanding of farm equipment maintenance

#### **Desired Skills/Experience:**

- Familiarity with breeding methodologies is desired
- Broad knowledge of crop production and farming practices as well as farm equipment operation and repair
- Class A CDL or ability to obtain a Class A CDL
- Pesticide applicator license.

## **MBA Associate**

Monsanto is a leading agricultural company whose goal is to increase agriculture productivity by applying innovation and technology to help farmers around the world be successful, produce healthier foods, better animal feeds and more fiber, while also reducing agriculture's impact on the environment.

The goal of Monsanto's MBA Associate Leadership Development Program is to offer multiple, complex and challenging assignments to recent MBA graduates and to provide professional development with a leading company in the Agriculture/Biotechnology Industry.

### **Job Description**

The MBA Associate Program is a two year leadership development program for high potential MBA graduates with proven leadership experience. We aim to attract the best talent to Monsanto; and then onboard, train and develop them for key roles through a two year rotational program that includes some key elements of leadership development: learning on the job and from leaders, international exposure, mentoring, and making an impact on delivering results.

MBA Associates will work in multiple segments of the Monsanto's US Commercial organization over a 24-30 month period, rotating to different segments of the company. Examples of business areas in which MBA Associates will work include, but are not limited to:

- Product Management
- Marketing
- Sales
- Customer Operations
- Human Resources
- Information Technology
- Finance

Monsanto MBA Associates will work with key Monsanto leaders in each of the respective areas. The managers will act as both a leader and mentor of the MBA Associate. The mentor and associate will develop clear goals and expectations regarding the associate's job assignments.

At the end of the 24-30 months, Associates are placed into a key role with a development plan and management sponsor.

### **Qualifications/Competencies**

- MBA Degree
- BS/BA Degree
- Three or more years of professional leadership experience (post-undergraduate and pre-MBA) in marketing, sales, product management, agriculture, finance, human resources, business development, IT, scientific or related field
- Strong analytical skills and conceptual thinking
- International perspective required
- Demonstration of Monsanto's Global Competencies:

-Relationships and Networks

-Initiative and Foresight

-Courage and Candor

-Results Orientation

-Agility

- Demonstrated ability to perform well in the past and a strong desire to excel in the future
- Geographical mobility
- Cultural agility and adaptability to Monsanto's matrix culture
- Able to successfully pass a pre-employment substance abuse test, background check, and driving record check
- The ability to lift 60 pounds (a bag of seed)

**Desired Skills**

- People management experience
- International work experience
- Multi-lingual

Monsanto values diversity and is an equal opportunity employer. M/F/D/V.

## **Monsanto MBA Internship – US Seeds & Traits**

Monsanto is a leading agricultural company whose goal is to increase agriculture productivity by applying innovation and technology to help farmers around the world be successful, produce healthier foods, better animal feeds and more fiber, while also reducing agriculture's impact on the environment.

This MBA Internship Program is part of the Monsanto US Seeds & Traits organization. The US Seeds & Traits business is a cross-functional matrix including but not limited to Sales, Marketing/Product Management, Customer Operations, Finance, Human Resources and IT. The goal of Monsanto's MBA Intern Program is to offer multiple, complex and challenging assignments to current MBA students and to provide professional development with a leading company in the Agriculture/Biotechnology Industry. MBA interns will evaluate Monsanto as a potential long term career opportunity and Monsanto will evaluate potential future business leaders for the organization.

Successful MBA interns will be offered full time career opportunities (upon graduation) beginning with the Monsanto MBA Associate Program. This is a 24-30 month period, rotating to different segments of the company.

### **Job Description**

MBA Interns will be assigned to a specific business unit and will work on a variety of projects supporting key business initiatives within the US Commercial business. Interns could be assigned to a single business unit or could participate in cross functional projects for business units groups.

### **Sample Projects**

- Product Management
- Commercial Strategy
- Customer Operations
- Human Resources
- Information Technology
- Finance

MBA interns will work with a Monsanto leader who will act as both a sponsor and mentor. The manager will set clear goals and expectations for the intern and will provide coaching on professional development.

MBA interns and their manager will each complete a mid-point and final intern evaluation and the intern will present a final presentation to their peers, manager and other colleagues and leaders.

Interns will typically work May - August.

### **Qualifications/Competencies**

- MBA Degree
- BS/BA Degree
- Three or more years of professional leadership experience (post-undergraduate and pre-MBA) in marketing, sales, product management, agriculture, finance, human resources, business development, IT, scientific or related field
- Strong analytical skills and conceptual thinking
- International perspective required
- Demonstration of Monsanto's Global Competencies:
  - -Relationships and Networks
  - -Courage and Candor
  - -Agility
  - -Initiative and Foresight
  - -Results Orientation
- Demonstrated ability to perform well in the past and a strong desire to excel in the future
- Geographical mobility
- Cultural agility and adaptability to Monsanto's matrix culture

- Able to successfully pass a pre-employment substance abuse test, background check, and driving record check

**Desired Skills**

- People management experience
- International work experience
- Multi-lingual

Monsanto values diversity and is an equal opportunity employer. M/F/D/V.

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### **Position: National Brands Field Sales Trainee (FST)**

This is your chance to join the sales team for an industry-leading, technology-driven company that is committed to delivering innovative products and ultimate product performance year after year. If you want the opportunity to manage a sales territory and represent some of agriculture's most-recognized national brands, join our team! We're looking for individuals with the confidence, internal drive and leadership aspirations to build a career with us – a career that starts in sales and has the potential to take you to multiple leadership and management roles throughout the country, and possibly the world.

If you're ready for this adventure, we invite you to apply for the Field Sales Trainee Program for Asgrow, DEKALB and Deltapine seed brands. As a Field Sales Trainee, you will participate in an extensive sales training program that is designed to provide you with the knowledge necessary to become a high-performing member of our sales team. You will work with a territory sales manager in a defined sales territory to develop a solid base of account management, agronomic knowledge and sales skills. You will be assigned dealers/retailers and farmers in your territory with whom you will work closely to promote Asgrow, DEKALB and Deltapine seed brands, and achieve business and sales goals. Once you have successfully completed the program, you will be eligible for a sales position, which will be assigned as available. Relocation may be necessary for this role and for career advancement. Training classes begin in either January or June of each year and last approximately 12 months, based on individual performance.

#### **Scope of Job:**

As a Field Sales Trainee, you will be responsible for:

- Account Management & Business Planning: Serve as a business consultant for retailers/dealers and educate them on product benefits so they can represent our brands and products to farmers. Develop and implement annual business plans to maximize growth.
- Sales: Work with retailers/dealers and farmers to build confidence in Asgrow, DEKALB and Deltapine product performance and secure sales.
- Territory Management: Work closely with sales management to achieve annual business goals and long-term growth within your territory.
- Product & Agronomic Knowledge: Build seed, trait and agronomic knowledge and position our industry-leading genetics and trait technologies to retailers/dealers and farmers. This may include organizing field trials/side-by-sides and collecting data to showcase superior yields.
- Team Involvement: Coordinate with team members to execute sales strategies and tactics. Serve as a 'team lead' for a valuable topic of interest to you and the team.

#### **Required Skills/Experience:**

- Minimum of a Bachelors degree.
- Demonstrated self motivation and initiative.
- Ability to educate, motivate and collaborate with retail salespeople to represent and sell Asgrow, DEKALB and Deltapine seed.
- Results oriented with the ability to develop and execute strategy to achieve goals.
- Proven leadership and problem-solving ability.
- Strong oral and written communication skills and effective presentation skills.
- The ability to work and collaborate in teams and with business partners.
- The ability to work in a fast-paced work environment and to manage multiple priorities and projects simultaneously.
- Ability to travel/drive throughout territory on a daily basis. Company vehicle provided.
- Must be able to lift a 60 pound bag of seed.
- Ability to relocate for career advancement.

#### **Desired Skills/Experience:**

- Prior sales experience.

- G.P.A. of 3.0 or higher.
- Leadership roles in student/volunteer/community/athletic organizations.
- Agriculture knowledge would be beneficial.

In addition to our standard background check and substance abuse test, this position is subject to a driving record background check (DUI/DWI, moving violations, accidents, etc.).

## **PRODUCTION RESEARCH CO-OP/INTERNSHIP**

**Locations include:** Oahu Hawaii, Kearney Nebraska, Williamsburg Iowa, Farmer City Illinois, Waterman Illinois, Mason City Illinois, Constantine Michigan and Eloy Arizona.

The Monsanto Production Research team has several exciting internships (summer 2010) and co-op (4-6 months) opportunities available for 2010.

As a Co-op or an Intern you will be given the opportunity to work side by side with a Research Scientist and get hands-on experience on daily research activities. You will have responsibility for managing and assisting with specific projects within the Production Research Team. We will provide training to support agronomic management, field data collection, and research data sampling of research fields. You could also be assigned projects with seed site personnel and/or Technology as deemed appropriate.

As a member of the team you will be counted on to provide independent thinking and good time management skills to our research and parent testing efforts. Your work will support the improvement of corn/soybean/cotton seed costs of production, quality, and supply reliability to North American Seed Manufacturing. This position reports to area Production Research Scientist.

### **Qualifications/Competencies:**

- Junior or Senior student pursuing a degree in Agronomy, Entomology, Plant Pathology, Soils, Weed Science, or similar field and have a desire to attain agricultural research experience and have an interest in corn/soybean/cotton seed manufacturing and crops field research.
- Good computer skills, and be detail oriented.
- Strong communication skills are required to provide reports and data reviews to Production Research Scientist.
- Decision-making and problem solving skills. Capability to take action in solving problems while exhibiting judgment and a realistic understanding of issues, even when dealing with emotional topics.
- Capability to work with people in such a manner as to build high morale and group commitment to goals and objectives; e.g. team orientation.
- Ability to work in corn/soybean/cotton fields in typical summer conditions.
- Willingness to handle and work in close proximity to agricultural pesticides and herbicides.
- Willingness to work long hours (>40 hrs/wk) seasonally. Positions are eligible for over-time.

**Desired Skills (ideal candidate):** Experience in field research and or field breeding. Experience operating and maintaining field equipment.

### **Intern & Co-op Benefits:**

Interns and Co-op's are paid a bi-weekly salary that is determined based upon degree program and year of completion in school. You will be reimbursed for your travel to and from the work site (1 Round Trip) at standard mileage rates or one round trip coach ticket. Housing Assistance is available for students if there are at least 50 miles between your permanent residence or school residence from the work site location. For co-op students (working >5 1/2 months) you are eligible for reimbursement for a single course during your co-op term with us.

If interested, please apply online at [www.monsanto.com/careers](http://www.monsanto.com/careers)

### **Position: Regional Brands District Sales Manager Trainee (DSMT)**

Are you an ambitious and friendly individual who has a natural ability for developing strong, lasting relationships? If you are, the Regional Brand District Sales Manager Trainee (DSMT) role might be the right fit for you. The Regional Brand DSMT role is a great opportunity for anyone who wants to establish him or herself in a community as a trusted, local advisor to farmers. We have several regional seed brands\* who plan to grow their local sales team with hard-working, community-focused individuals like you. These individuals will join the team as a DSMT and focus on delivering localized seed and agronomic solutions to farmers in the community.

The DSMT position is a great way to start your career in agriculture. You'll participate in a training program that will provide you with the agronomic and product knowledge, as well as the sales and relationship-building skills necessary to become a successful, productive member of our seed sales force. As a DSMT you will be responsible for working directly with farmers to establish relationships and sell a regional seed brand\* portfolio. Upon successful completion of the training program, you will transition out of the trainee role and into a full-time sales role in the community where you trained. Training classes begin in January and June of each year and last approximately 12 months, pending individual progress and development.

\*Regional seed brands include: Fontanelle Hybrids, Gold Country Seed, Heritage Seeds, Hubner Seed, Jung Seed Genetics, Kruger Seed, Lewis Hybrids, REA Hybrids, Specialty Hybrids, Stewart Seed, Stone Seed Group and Trelay Seed.

#### **Scope of Job:**

Regional Brand DSMTs are responsible for the following:

- Farmer Relationships: Work one-on-one with farmers to build trusting, long-lasting relationships. Learn methods and strategies to meet and exceed farmers' needs.
- Local Agronomic Expertise: Serve as the local, on-farm agronomic advisor for farmers. Deliver localized agronomic solutions that are in the best interest of the farmer.
- Local Product Knowledge: Understand regional seed brand products that are tested and proven to perform in the local community. Assist farmers with product selection.
- Seed Sales: Utilize your local relationships, product knowledge and local agronomic expertise to secure seed sales and achieve sales goals.

#### **Required Skills/Experience:**

- Minimum of an Associates Degree.
- Strong interpersonal skills with the ability to establish trusting relationships.
- Ability to demonstrate self initiative and focus on achieving defined results.
- Demonstrated ability to prioritize and manage time effectively.
- Ability to utilize knowledge and relationships to secure seed sales.
- Ability to travel/drive throughout the community and surrounding area daily. Transportation will be provided.
- Ability to lift a 60 pound bag of seed.

#### **Desired Skills/Experience:**

- Degree or experience in agriculture.
- Previous sales experience.
- Strong communication and presentation skills.
- Community involvement or active participation in student or athletic organizations/activities.

In addition to our standard background check and substance abuse test, this position is subject to a driving record background check (DUI/DWI, moving violations, accidents, etc.).