

People make the difference

One of the biggest challenges is finding and recruiting qualified candidates to fill key positions. That challenge is growing as the number of young workers pursuing careers in agriculture has started to decline.

Let Land O'Lakes Ag Business Placement professionals help source and recruit qualified people for your business.

Land O'Lakes Ag Business Placement represents the combined effort of Land O'Lakes, Inc., Land O'Lakes Purina Feed LLC and Winfield Solutions, LLC. This partnership enables you to take advantage of the broad reach of our nationally-focused recruiters, whose goal is your complete satisfaction.



Matching Great Candidates
with Great Positions
in Agriculture

Recruiting
Services



business
development

Land O' Lakes Ag Business Placement



business
development

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WHAT WE OFFER

Land O'Lakes Ag Business Placement currently offers a broad variety of recruiting services ranging from sourcing and developing candidates, to hiring and training programs geared for the cooperative system.

The Ag Business Placement team is segmented to focus on the needs of the cooperatives, by offering experienced Recruiting Managers and College Recruiting Specialists to source qualified candidates.

The Recruiting Managers focus on the use of industry contacts and other recruitment best practices to find candidates for Mid-Management positions, Experienced Expert Sellers and Professional Applicators.

College Recruiting Specialists focus their efforts on campus recruitment by participating in college career fairs, holding information sessions, conducting student interviews, and sourcing interns for the cooperatives.

As your business continues to grow and change, you can be sure the recruiters of Land O'Lakes Ag Business Placement are working hard to ensure you receive the most qualified candidates.

RECRUITING SERVICES

Internship/Trainee Placement

Interns help increase sales through technical product knowledge. Following the successful completion of the internship, the cooperative will have the option to hire the candidate for full-time employment.

Internship/Trainee Positions

- Agronomy Scouting Internship
- Agronomy Sales and Marketing Internship
- Feed Sales Internship
- CROPLAN Genetics® Seed Internship

- Answer Plot™ Trainee
- Answer Plot™ Internship

Fee Structure:

Contact your Recruiting representative to learn more about fee structures for internship positions.

Full-time Placement

The Ag Business Placement recruiters use their industry knowledge and years of experience to source and staff your business with the top professionals in the industry. Full-time positions include the following:

Senior Level and Mid-Management

Agronomy, Feed, Grain, Seed, Energy, Human Resources, Finance

Experienced Sales

Agronomy, Energy, Feed, Grain, Seed

Entry-Level Sales

(New College Graduates)

Agronomy, Energy, Feed, Grain, Seed

Fee Structure:

Contact your Recruiting representative to learn more about fee structures for full-time positions.

PLACEMENT & TRAINING SERVICES

Winfield Solutions, LLC Professional Applicator Program

Professional Applicators are in high demand in today's growing agriculture-related fields. Land O'Lakes Ag Business Placement now offers a program dedicated to creating, hiring and developing Professional Applicators for your cooperative needs. This program includes 3 levels of Professional Applicator Placement.

P.A. #1 Professional Applicator Student Sponsorship (2-year A.A. degree)

- Land O'Lakes Ag Business Placement sources candidates in conjunction with State Technical Colleges.
- Cooperative will sponsor tuition costs and provide Professional Applicator license.

- Candidate is employed by cooperative for time frame agreed upon by both parties.

P.A. #2 Professional Applicator Development Training

- Land O'Lakes Ag Business Placement sources applicator candidates by targeting those interested in a career change.
- Applicants participate in Land O'Lakes, Inc. Recruiting and Training Development Program.
- Candidate will be prepared to take CDL and achieve Professional Applicator license.

P.A. #3 Experienced Professional Applicator

Land O'Lakes Ag Business Placement will source industry professionals to be employed by the cooperative.

Fee Structure:

Contact Dave Lemmon to learn more about fee structures for your Professional Applicator needs. Cell: 320-219-0270

ADDITIONAL SERVICES

Interview Scheduling & Interview Guides

Employee retention is incredibly important in this competitive market. Make a great impression from the start! The Land O'Lakes Ag Business Placement recruiters are experienced in behavioral style interviewing methods and can assist you with interview scheduling and interview guide preparation. Contact your recruiter for more information and for fee structures associated with these services.

Sales Assessments & Coaching Reports

Assessments aid in coaching and training current or new sales personnel, and are used to increase sales and profit potential, increase retention of salespeople, improve customer relationships and increase sales potential per salesperson.

Assessments are Internet-based and upon completion, the Retail Sales manager will receive a detailed report giving a percentage of the job match for each individual. This information can be used for coaching/training purposes. Sales assessments and coaching reports are fee based.

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