



5201 N. Sooner Rd.
Edmond, OK 74080

JOB OPENING

Date: Jan. 24, 2022

Starting Date: TBD

POSITION

Job Title: Agronomist for Central States

Location: Southern Oklahoma and additional farms in the region Raptor Ag may acquire.

Direct Supervisor: Joe Mendes, Vice President of Central States

COMPENSATION

Base Salary: \$60,000-\$110,000 annually, depending on experience.

Bonus Program: In years when Raptor Ag is profitable, employees can earn a bonus up to 10% of their salary, if job performance has been satisfactory. After three years employment, employee is qualified to earn a higher bonus percentage.

Benefits and Policies:

- Four weeks PTO per year.
- Matching 401K (dollar for dollar match, up to 6% salary).
- Health, dental and vision insurance for employee, spouse and dependents. Raptor Ag pays monthly premiums.
- A company truck that can be used to drive to and from work.
- Cell phone, computer, tablet (if necessary).
- With approval from CEO, tuition for agronomic training/classes related to operations within Raptor Ag.
- Employment with Raptor Ag shall be entirely "at will," meaning that either associate or Raptor Ag may terminate the employment relationship established hereunder by delivering written notice to the other party at any time for any reason or for no reason at all. Nothing in this Letter shall alter the nature of your at-will employment.
- Associate will be subject to employee policies and procedures more fully set forth in the employee handbook, which is expected to be published in 2021.

- Valid drivers license.
- Willingness to submit to a background check, drug test and random drug tests.

POSITION SUMMARY

The Agronomist for Raptor Ag has a very diverse and important role in the organization. It includes activities That range from creating the fertilizer and chemical program, monitoring the health of the orchards, and planning future strategies.

Responsibilities include (in no particular order of importance):

1. Work with Vice President on new orchard development – variety selection, density, etc.
2. Agronomic strategy development and implementation:
 - a. With input from each Area Manager, General Manager, and vendor agronomists, work with Vice President to finalize fertility plan for each orchard each year and provide budget info each winter for the next growing season.
 - b. Like the fertility plan, coordinate to develop the basic chemical program each year and provide budget in winter prior to growing season.
 - c. With Vice President's approval, communicate your approval to field managers any special or modified in-season chemical applications.
 - d. Regularly check to ensure fertilizer and chemical applications are logged in AgWorld. This is ultimately the responsibility of each General Manager, but the Agronomist is to double check.
3. Regularly inspect fields to ensure management plans are being implemented properly, including:
 - a. Fertility program.
 - b. Irrigation plan.
 - c. Pest control.
 - d. Weed control.
 - e. Pruning plan.
 - f. If any management plan is not being implemented properly, report the issue to the Vice President.
4. Regularly scout orchards for pests and work with Vice President on quickly finding a solution to any pest/disease issues and then convey that plan to the various managers.
5. Work with Vice President to set up measurable trials on the various orchards for fertility, irrigation, pruning and other potential management strategies.
6. Look for opportunities to train/teach other employees on pest scouting, chemical mixing, tree fertility needs, etc.
7. Attend applicable continuing education classes and attend industry functions. Maintain a spray applicators license.
8. At times, supervisor(s) may request, if tasks are up to date, to assist in other functions of the operation.