



KMR
24638 Noble Ave
Carroll, IA 51401

712-792-6091

www.kmrinc.net
brenda@kmrinc.net

Job title: Research Associate

Location: Near Carroll, IA with field locations in IA, NE, SD, MN, IL

Reports to: Kyle Klein, Research Manager

Level/Grade:

Middle

Type of position:

Full-time

Hours/week: Varies, see below

FLSA Status: Exempt

Company Description:

KMR is the innovator in agronomy research services for seed and technology companies and non-profits. We research the newest corn hybrids, soybean varieties, biotechnology traits, and pesticides across various environments. We use advanced technology to generate accurate and precise data, so our clients evaluate unbiased, reliable data to make their product advancement & selection decisions. Our research-based breeding program offers strong conventional inbreds to seed producers. Visit www.kmrinc.net.

General Position Description:

The Research Associate engages in all aspects of the year-round activities related to agronomy research and corn breeding, including field work, note-taking, hand pollinating, equipment maintenance, communicating with cooperators, location planning, technology execution and in-house duties. This position is actively involved in evaluation of a variety of products and genetics through side-by-side trials in the developmental states as well as in commercially available hybrids.

Education Requirements:

- Agronomy Degree *or* degree in related agriculture field with agronomy or production agriculture experience
- Understanding of production practices, plant growth stages, insect & disease pressures, desirable characteristics, etc.

Licenses and Training Requirements:

- Class A CDL with Air Brake endorsement or obtained within 60 days of hire
- Iowa Pesticide Applicator's license (1A, 1B, 1C, 10) or ability to obtain

Work Experience Requirements:

- Farm equipment operation experience such as livestock feeding or crop production
- Experience driving semi or pulling trailers >24'
- Basic computer proficiency with ability to learn research software

Physical Requirements:

- Ability to lift and carry at least 40 lbs, walk through fields, and mount/operate farm equipment
- Availability to travel overnight seasonally and work seasonal long hours (no Sundays)
- Excellent near and far vision

Working Conditions:

- Small agriculture research program with a close-knit team in a casual, rural setting
- Family-owned business where employees work directly with owners
- Input and ideas encouraged, creativity rewarded, honesty and commitment expected
- Active job duties, generally standing or walking. Inside during winter. Outside during growing season.
- Shelling and equipment work (November – March)
- Travel & Field Work (April – October)
- Average 40 hours/week with seasonal long hours during planting, harvest, and breeding operations

Major Job Responsibilities:

- Safely transport research equipment to and from research sites
- Plant trial locations with a crew while ensuring proper planting conditions and seed placement
- Lead small crews in seasonal data collection and field maintenance
- Complete specific protocols at certain locations in an accurate and timely manner
- Hand pollinate in the breeding nursery and supervise the pollination and detasseling crews
- Process nursery seed and prepare for the winter nursery and spring planting
- Verify entry list accuracy and schedule experiments for counting
- Assist with inventory control, shared workspace organization and facility maintenance
- Cross train to have the ability to assist in all aspects of the station as needed
- Written or computerized data collection in field
- Perform crop production duties such as planting, cultivating, spraying, and harvesting as well as manual or chemical weed control as needed
- In-season daily equipment maintenance
- Able to react to change productively and handle other essential tasks as assigned

Factors Important to Success:

- Honesty and immediate reporting of errors or potential problems
- Problem Solving
- Communication and Interpersonal Skills
- Critical Thinking
- Efficient Time Management
- Positive Attitude
- Adherence to safety policies
- Ability to work as a team member and willingness to do whatever needs to be done
- Research-minded with the ability to consistently produce error free work
- Ability to follow oral or written instructions precisely and relay the instructions to team members

Position Supervision:

- This position is moderately supervised after initial training

Supervisory Responsibility:

- Supervise and responsible for actions of seasonal employees
- Responsible for performance evaluations, when necessary, of seasonal employees
- Shared responsibility for hiring and firing seasonal employees

Access to Confidential Information:

- This position has limited access to confidential information and must sign and abide by the terms of a confidentiality agreement both during and after employment

Benefits:

- Competitive merit-based pay
- Paid Time Off plus generous Holiday Pay
- Health Insurance with Dental and Vision
- Profit Sharing, 401(k) with 3% company contribution
- Short- and Long-Term Disability
- Term Life Insurance
- Misc. benefits such as Maternity/Paternity Leave, First Responder, Community Service Incentive
- Company credit card for business purchases and travel expenses (no out of pocket expenses)
- Company vehicles for business use (personal vehicles not used for business travel)
- Employees with entrepreneurial spirit have opportunities to create projects or strategies and be rewarded for successful implementation

Disclaimer:

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.