



KMR  
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**Job title:** Plot Manager

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

**Reports to:** Kyle Klein, Research Manager

**Level/Grade:**

Senior

**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](http://www.kmrinc.net).

**General Position Description:**

The Plot Manager is responsible for overall plot performance and operational efficiency. The Plot Manager coordinates scheduling, contracts and communicates with cooperators, oversees daily decision-making and problem solving, secures seasonal crews, and assists with location planning and data dissemination. While this position has much management responsibility, the Plot Manager participates in field operations.

**Education Requirements:**

- Advanced Agronomy Degree *or* degree in related agriculture field with research or agronomy
- Understanding of production practices with experience with agricultural or research equipment

**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:**

- Knowledge of soil types and ability to identify well-drained highly productive uniform plot ground
- Competency identifying plant stages, insect & disease pressures, effects of fertility or chemical application
- Farm equipment operation experience such as livestock feeding or crop production
- Experience driving semi or pulling trailers >24'
- Skilled with Excel and Office products with understanding of statistics software such as PRISM

**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:**

- Locate viable research locations and secure agreements with cooperators
- Maintain contact with cooperators throughout the year, particularly during planting and harvest to coordinate field activities. Acquire information on fertility, weed, insect & disease pressures, weather, etc.
- Schedule plot production and maintenance activities of team members
- Ensure protocols are being completed in a timely manner and proper documentation is completed daily
- Assist with location planning and design as well as data dissemination
- Oversee and assist with field operations such as planting, note-taking, spraying, pollinating and harvest while ensuring proper equipment calibrations, and agronomic practices are performed
- Complete specific protocols at certain locations in an accurate and timely manner
- Recruit, interview, contract, and train seasonal crews
- Manage seed handling operations for breeding program including shelling, sorting, treating and inventory
- Recognize needs, investigate options, develop plans, and implement strategies for company development
- Able to react to change productively and handle other essential tasks as assigned

**Factors Important to Success:**

- Entrepreneurial spirit or goal-driven
- Honesty and immediate reporting of errors or potential problems
- Communication and Interpersonal Skills
- Critical Thinking & Creative Problem Solving
- Analytical Ability
- 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 marginally supervised after initial training

**Supervisory Responsibility:**

- Motivate and oversee full-time staff while maintaining balance analogous relationships
- Serve as a resource for Research Associates in managing seasonal crews
- Shared responsibility for hiring and firing seasonal employees

**Access to Confidential Information:**

- This position has significant 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 largely based on personal and program performance and initiative
- 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.