**Shape

Description automatically generated with medium confidence**

***CDL Class A or Class B Driver***

*Operates a commercial motor vehicle tractor and trailer combination to transport agricultural products between EverGRO Cooperative facilities and to customer sites within a designated region. Load types may include dry and liquid bulk products, equipment, and/or packaged merchandise. Products are based on division and facility location, and range from fertilizer, crop protectants and treatment products, to feed, seed, and farm supplies. Here are the benefits for our CDL Drivers;*

* All local routes; home every night
* Full-time position year-round – eligible for benefits including health, dental, vision, voluntary, 401k and more!
* Paid Time Off
* Overtime frequent during peak season (Spring) with opportunities to continue overtime hours through the Fall/Winter by being cross-trained with other divisions
* Delivery Incentives based on spray/spread acreage
* All positions are paid hourly, overtime eligible beyond 40hrs in a work week, paid biweekly
* Company provided year-round uniform services
* Career Advancement
* Employee Discounts

Our CDL Drivers are responsible for representing EverGRO in a professional manner to customers and business partners. Assists with various warehouse and facility operations. Strictly adheres to government regulations and company operating procedures while working independently. Vehicles meet Class A designation from the Federal Motor Carrier Safety Administration (any combination of vehicles with a GVWR of 26,001 or more pounds provided the GVWR of the vehicle(s) being towed is in excess of 10,000 pounds).

**Essential Job Functions**

*This position performs the following key responsibilities, but is not limited too the following. Essential job functions will vary by division and location.*

* Communicate with facility management and counterparts to assess daily merchandise delivery and operations needs. Assist with planning delivery schedules and routes.
* Safely operate tractor and trailer combinations including: flat bed, liquid nurse tanker, dry tender, and Killebrew dump trailer. Equipment and load type vary by division and location. Transport dry and liquid bulk products, farm supplies, equipment, and/or packaged merchandise to proper destinations in accordance with company policies, DOT regulations and local traffic laws.
* Assist team with daily operations, including but not limited to: taking soil samples at customer locations, mixing bulk fertilizer according to custom formulas, loading customer vehicles, utilizing a forklift or other material handling equipment, and performing warehouse operations including receiving and inventory management.
* May also operate box trucks, pick-up trucks, flat beds, and/or other commercial vehicles to transport merchandise between EverGRO facilities and customer farms, production sites, and residences. Deliver, handle, load and unload a variety of packaged merchandise, including: seed, fertilizer, crop protectants and treatment products, feed, farm supplies, equipment, and/or plant material.
* Load or assist with loading of dry and liquid bulk products. Verify load documentation and inventory availability. Effectively operate equipment controls on trailer and at facility according to standard operating procedures for bulk loading. Monitor scales, meters, gauges, and terminal controls to verify weight/quantity. Utilize proper equipment to load or assist with loading palleted merchandise, equipment, and farm supplies.
* Off-load or assist with off-loading merchandise at destination by either dropping trailer, dispensing from tank, or utilizing forklift and material handling equipment to unload palleted merchandise, equipment and farm supplies. Review shipping documentation with customers. May load bulk fertilizer and crop protectant products into spreading vehicles.
* Perform pre- and post-trip vehicle safety inspections. Maintain mileage and fuel logs. Review and complete shipping documentation including bills of lading, reports, documentation, and automated systems accurately and in a timely manner according to standard operating procedures for documentation. Review all documents prepared by receiving team members.
* Represent EverGRO in a positive manner through professional and courteous communication with customers and business partners. Review account details with customers during deliveries. Provide information on delivered products and equipment. Collect account payments. Confirm future deliveries with customers to maintain their required inventory.
* Properly utilize and maintain equipment and vehicles. Perform routine preventive maintenance and repair to keep equipment and vehicles in good working condition. Notify supervisor of vehicle and equipment service needs to ensure timely repair or replacement.
* Maintain a clean and orderly work area by keeping tools, equipment and supplies in proper places. Minimize waste and properly dispose of waste material. Perform all related cleaning of equipment, vehicle and work areas according to Housekeeping Plan and company procedures.
* Perform work safely as to not cause harm to yourself, customers, property, co-workers, equipment, or inventory. Utilize Personal Protective Equipment (PPE) as required. Operate all equipment and vehicles according to OMC policy and government regulations. Comply with OSHA regulations, EverGRO Cooperative Health and Safety (EHS) standards, work rules and policies.
* Perform all other job functions as assigned.

**Qualifications- REQUIRED**

*A combination of completed coursework OR degree completion and relevant experience may be considered in lieu of years of experience required.*

**Education:**

* Requires High School diploma or General Education Degree (GED) equivalent
* Requires a CDL Class A or B valid license

**Experience:**

* Ability and willingness to work overtime, possibly Saturdays, when needed
* Ability and willingness to be a part of an on-call driver rotation schedule
* Licensing & Certification:
* Forklift Certification (or ability to obtain)
* CDL- HazMat endorsement (or ability to obtain)
* Tanker Endorsement (or ability to obtain)
* Certified Crop Advisor (CCA) (or ability to obtain)
* Petroleum and/or Propane Certification (or ability to obtain)
* Dedication to safety and compliance

A passion and enthusiasm to work with our cooperative customers to help improve and overcome any challenges related to their needs

* A desire to learn, grow and work as a cross-functional team member with other divisions within EverGRO

**Qualifications – PREFERRED**

* More than six (6) months of Class A or B CDL experience
* Experience and/or working knowledge of the agricultural industry and related products, in particular related to soil management, soil nutrition, turf management, turf maintenance, crop protection, fertilizers and other agronomy related practices

**A successful individual in this position will be able to successfully perform the following responsibilities or be able to develop and demonstrate the following capabilities in a reasonable timeframe upon joining the team:**

* This position requires the safe operation of a motor vehicle to perform essential job functions and mandatory compliance with the EverGRO motor vehicle safety policy
* Must be licensed to operate vehicles meeting Class A or B designation from the Federal Motor Carrier Safety Administration (Any combination of vehicles with a GVWR of 26,001 or more pounds provided the GVWR of the vehicle(s) being towed is in excess of 10,000 pounds)
* Able to effectively apply knowledge of a variety of agricultural products, services, and agricultural operations
* Able to work well independently and follow safety, quality control and operating procedures at all times
* Able to effectively operate a forklift, hand truck, pallet jack, and other industrial equipment
* Able to effectively apply knowledge of how machines and mechanical processes work to troubleshoot and perform general maintenance and repair of equipment and vehicles
* Able to communicate with customers in a professional manner
* Able to utilize GPS equipment
* Computer literacy to operate OMC business systems
* Able to add, subtract, multiply, divide and calculate percentages in all units of measure, using whole numbers, common fractions and decimals
* Attention to detail
* Able to speak, read, write the English language in a proficient manner
* Able to complete logs and paperwork in a legible, organized, and timely manner
* Able to calmly and effectively work with time constraints and deadlines
* Able to demonstrate team work and flexibility to meet customer and business needs
* Able to work extended hours to meet business demands

**Work Environment**

Primarily performs essential job functions driving EverGRO commercial motor vehicles, in a warehouse environment that experiences seasonal temperatures and humidity, and outdoors where there may not be protection from weather conditions.

***Frequently exposed to hazards including:***

* Moving mechanical parts and vehicles
* Vibrations associated with operating a motor vehicle throughout the workday
* Noise levels where hearing protection is optional per PPE Plan
* Dust, odors, fumes and hazardous chemicals associated with warehousing, distribution, loading and unloading of fertilizer, crop protectants, feed, seed, farm supplies and related products.

Schedule will vary based upon location. Must be able to work an alternate shift or schedule as determined by business need. Overtime may be required. Ability to report to work in adverse weather conditions is required.

**Physical Activities & Requirements**

*Physical activities and requirements will vary with essential job functions.*

* **Continuously:** bend, crouch, stoop; drive motorized equipment; manual dexterity (fingers and hands) for controls, tools and equipment; reach with arms and hands for extended periods while driving and operating equipment; utilize hands in repetitive motion; utilize eye/hand/foot coordination; twist back and neck. Pull, push, lift, carry up to 50 pounds.
* **Frequently:** balance, kneel, shovel, stack, sweep; climb steps in and out of vehicle throughout the shift; stand and walk for extended periods on uneven surfaces; utilize feet in repetitive motion. Pull, push, lift, carry 50-80 pounds, may be assisted.
* **Occasionally:** pull, push, lift, carry 80-100 pounds, may be assisted.
* Must be able to hear vehicle and equipment sounds, co-workers and radio. Must be able to speak to co-workers and customers regarding operations and safety. Specific vision abilities required by this position include: close vision, distance vision, color vision, peripheral vision, depth perception and the ability to adjust focus.

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| **Activities Required** | **Continuously** | **Frequently** | **Occasionally** |
| Bend | X |  |  |
| Crouch | X |  |  |
| Drive | X |  |  |
| Manual dexterity (fingers & hands) | X |  |  |
| Reach with Arms & Hands | X |  |  |
| Stand | X |  |  |
| Stoop | X |  |  |
| Walk | X |  |  |
| Pull, Push, Lift, Carry up to 50 lbs. | X |  |  |
| Twist Back & Neck | X |  |  |
| Repetitive Hand Motion | X |  |  |
| Eye/Hand/Foot Coordination | X |  |  |
| Balance |  | X |  |
| Climb |  | X |  |
| Kneel |  | X |  |
| Pull, Push, Lift, Carry 50 - 80 lbs. assisted |  | X |  |
| Repetitive Foot Motion |  | X |  |
| Shovel |  | X |  |
| Stack |  | X |  |
| Sweep |  | X |  |
| Pull, Push, Lift, Carry 80 - 100 lbs. assisted, may pull or push 170+ lbs. with handcart |  |  | X |

**Tools & Equipment**

*Tools & Equipment will vary with essential job functions, including but not limited to:*

* Hard hat, steel toed shoes, safety glasses, gloves, front-end loader, forklift, pallet-jack/handcart, manuals, forms, spreadsheets, telephone, writing instrument. Additional personal protective equipment as required by any and all product warning labels. Commercial motor vehicles and specialized tools and equipment, all of which may vary by location.

EverGRO Cooperative is an Equal Opportunity Employer and does not discriminate against individuals based on their race, color, religion or belief, national or ethnic origin, sex (including pregnancy), age, disability, sexual orientation, gender identity, veteran status, family medical history or genetic information, or any other status protected by federal, state or local laws or regulations.

*The above statements are intended to describe the general nature and level of work being performed by employees assigned to this job. They are not intended to be construed as an exhaustive list of all responsibilities, functions and skills required for this job. Functions and requirements may change at any time with or without notice. This job description is a summary of essential job functions necessary for the satisfactory performance of this position. Reasonable accommodation may be made to enable those with disabilities to perform the essential job functions. Job functions may vary by location.*