

Career Foundation Program (CFP) – Hog Production & Feed Mill- Kenansville, NC

During your 18 – 24-months you will learn from Smithfield Foods leaders, hear from industry experts, and roll up your sleeves to experience the many functional areas of the company. You will engage in challenging and dynamic experiences throughout various Smithfield Foods business areas, locations, and functional groups broken down by Track:

- Hog Production or Feed Mill

You will be expected to provide business support and thought-leadership to the company throughout the program and beyond. As a CFP Associate you will add value as a full-time employee from day one, doing real work, and delivering real results. **Hog Production Track** – including rotations through Breeding and Farrowing **Feed Mill Track** – including rotations through Receiving, Batching, Load Out, Mill Manager Skills and Relief Supervisor

The CFP Associate contributes to the department's achievement of goals by problem solving, leading projects, executing short-term and long-term responsibilities, and delivering results that exceed expectations. The Career Foundation Program is designed for high potential college/university graduates who can quickly adapt to new environments and deliver contributions to the departments for which they are assigned. In a fast past-paced, results-oriented environment, the successful incumbent will complete the program and be ready for assignments commensurate with their Smithfield CFP work experience (18-24 months of relevant work experience).

Core Responsibilities

As a Hog Production CFP Associate you will be prepared to become a Farm Manager in our hog production system. You will learn and be challenged to become a manager at an accelerated pace. With direct supervisor support and training you will begin to take on all duties and responsibilities during this time.

- Learns, demonstrates capability/knowledge and becomes certified in all farm department areas including fulfilling all the requirements and responsibilities listed under the Breeding/Farrowing job description.
- Gains a solid understanding of and ability to implement company systems such as pig production processes, animal flow, farm health, genetics, husbandry, etc.
- Performs and masters all hourly jobs under supervision. Becomes certified in each job after showing competence and skill/understanding in each.
- Works as a team player in the accomplishment of daily work requirements and farm goals.
- Develops and establishes rapport/relationships with all personnel and management.
- Develops and prepares required reports on experiences encountered and addresses/shares opportunities for improvement.
- Performs other duties and responsibilities as defined by management according to standards.
- Responsible for being in compliance with all environmental laws and procedures to which Smithfield LLC subscribes.
- Complete Standardized Training and Assessment Records in a timely manner.

- Incumbent will be responsible for understanding and complying with company IPS, biosecurity, animal welfare, and EMS policies and procedures in the performance of their job duties.
- Report all environmental, animal care, and biosecurity issues immediately to their supervisor.
- Be on call to work in emergency situations such as alarm calls, inclement weather, power outages, personnel shortages, and environmental emergencies.
- Responsible for progression in the Career Foundation Trainee development program. Report any issue that interferes with completion of development program to Human Resources.
- Read and understand the company's emergency notification process and will be responsible for reviewing that policy at their work site.

The above statements are intended to describe the general nature and level of work being performed by people assigned to this job. They are not intended to be an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. May perform other duties as assigned.

Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals to perform the essential functions.

- Associate/Bachelor degree from a regionally accredited college, required.
- Must possess a high level of professionalism, discretion and ability to self-manage his/her time from remote locations.
- Excellent written and oral communication skills
- Proficient in Word, PowerPoint, and Excel.
- Currently authorized to work in the U.S.
- Ability to work well with others in fast paced, dynamic environment.
- Ability to be respectful, approachable and team oriented while building strong working relationships and a positive work environment.

Work Environment

The work environment characteristics & physical demands described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Farm environment to include lifting, stretching, bending, reaching, walking, and climbing

EEO/AA Information

Smithfield is an equal opportunity employer committed to workplace diversity. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, national origin, age, gender identity, protected veterans status, status as a disabled individual or any other protected group status or non-job characteristic as directed by law.

Contact Samantha Raynor for more information: shraynor@smithfield.com