



NAVAJO AGRICULTURAL PRODUCTS INDUSTRY (NAPI)

POSITION DESCRIPTION

JOB TITLE:	Field Operations Coordinator	JOB CODE:		PAY GRADE:	FC
DEPARTMENT:	Various Departments	PAY STATUS:		Full-Time/Hourly	
REPORTS TO:	Crop Manager	REGULAR/SEASONAL:		Regular/Seasonal	
APPROVED BY:	<i>Boulah & John</i> , Human Resources Manager	DATE APPROVED:		7/29/2019	

I. POSITION FUNCTION SUMMARY:

This position was created to assist the Crop Foreman by facilitating and coordinating field operations and equipment maintenance.

II. ESSENTIAL FUNCTIONS, DUTIES, AND RESPONSIBILITIES:

The following statements are essential functions of this position and not intended to be all-inclusive; rather, they are intended to describe the general nature and level of work to be performed. They are not to be construed as an exhaustive list of all responsibilities, duties and skills required of the incumbent, and an employee may be directed to perform other reasonably related job duties and responsibilities. NAPI reserves the right to revise or change the job duties and responsibilities as the need arises, based on business need, and this position description may be updated accordingly. This position description does not constitute a written or implied contract of employment.

General Duties & Responsibilities

1. Coordinates field operations for all phases of production, including harvesting with the Crop Foreman and Crop Manager.
2. Assists in supervising personnel in field operation activities, ensuring assignments are completed in a timely manner.
3. Develops, implements and maintains preventative maintenance schedule for equipment and implements used within the department.
4. Trains personnel to complete maintenance appropriately and maintains proper record of maintenance.
5. Monitors grazing livestock, where applicable (applicable for cover crop fields).
6. Assists with minor irrigation maintenance monitoring (daily Pivot checks, sprinkler unclogging, pivot location tracking, pivot directional tracking, DU/Pivot point cleanliness).
7. Maintains tools needed to perform adequate maintenance.
8. Prepares reports as requested and on a timely basis.
9. Read and analyze charts, work orders, production schedules, and other records and reports to determine production requirements and to evaluate current production estimates and outputs.
10. Plans and establishes work schedules, assignments, and production sequences to meet production goals for specific crops.
11. Demonstrates equipment operations and work and safety procedures to newly hired employees.
12. Confers with management or subordinates to resolve worker problems, complaints, or grievances.
13. Interprets specifications, job orders, and company policies and procedures for workers.
14. Observes fields for basic crop scouting issues (insect infestation or disease) as outlined in crop information booklet. Reports any issues in a timely manner utilizing forms provided.
15. Provides customer service to internal and external customers.
16. See DEPARTMENT JOB ASSIGNMENTS beginning on page 2.

Other

17. Works collaboratively, cooperatively, and in coordination with fellow team members and with others in the organization, treats them with respect, courtesy and consideration, and shows understanding and the appropriate support of other team members to help get the job done.
18. Provides information, guidance and resources to diverse groups of customers, clients and others outside of the organization; treats them in a friendly manner with professionalism, helpfulness, respect, courtesy and consideration at all times regardless of circumstances.
19. Maintains regular, dependable attendance and punctuality, and physical presence at the assigned worksite; must interact directly with people or objects at the worksite on a regular basis. Communications technology may, for certain tasks and under certain circumstances, enable an employee to effectively perform some of the work-related duties from home on a temporary basis.
20. Complies with all applicable environmental health and safety policies, procedures and work rules, giving maximum effort to performing job functions in a manner that protects the health and safety of the incumbent, co-workers, and the general public.
21. Performs other duties as assigned and which are deemed necessary or desirable by NAPI.

DEPARTMENT JOB ASSIGNMENTS

This Job Description is intended to be somewhat general in nature with respect to the job family, and as such it does not detail all duties of a particular job assignment. Additional duties, responsibilities, and accountabilities may be assigned to an incumbent in this position depending on the Department Job Assignment.

Alfalfa Crop

1. Responsible for shipping and delivery.
2. Assures proper equipment, hay squeezer, and tools are available to do the job.
3. Performs Quality Assurance testing of Alfalfa during harvest and barn samples.
4. Organize and coordinate daily ship out and harvest operations
5. Assist in the coordination of renovations, fertilizer applications, land preparation, planting and upkeep operations.
6. Monitor accurate quality grade tracking.
7. Performs soil and tissue sampling in a timely manner.
8. Must be available 24 hours/day, 7 days/week through harvest season (April to October)

Bean Crop

1. Responsible for applying Fertilizer applications timely.
2. Organize and Document paper work when applying fertilizer
3. Must be available 24 hours/day, 7 days/week through harvest season (August to October).

Organics/Conventional Row Crop

1. Responsible for ensuring chemical warning signs are posted properly at designated fields during chemical applications.
2. Assists in overseeing Fertilizer Technician functions as they pertain to pivot and drip irrigation (record keeping/communication).
3. Performs Quality Assurance testing of crops grown under the conventional and organic row crop department.
4. Organize and coordinate daily field activities as directed by Crop Manager/Foreman/Director
5. Promote Food Safety and adherence to GHP/GAP standards.
6. Performs soil and tissue sampling in a timely manner as requested with a small task force.
7. Must be available 24 hours/day, 7 days/week through harvest season (May - October)
8. Must be willing to learn from resources provided (example: Crop Consultants)

III. POSITION AUTHORITIES AND ACCOUNTABILITIES:

General:

Position has a low level of line responsibility and low level authority to make independent decisions over an assigned department or function. A person in this position has a moderate level of responsibility for a key operation or function.

Results of Action:

Decisions will have a moderate degree of impact on operations or services. Errors may result in significant disruption of operations or services or damage to operational activities. Errors in accuracy, judgment, tact or communication could result in a loss of productivity, and a significant loss of credibility and potential income for the organization. Failure to establish and monitor work schedules for the Department will result in an inability to meet deadlines and will delay the completion of records and other projects.

Budgetary & Financial Resources Accountability:

Position has low level of accountability for budgetary or financial decisions, and decisions will have a moderate degree impact on resource utilization within NAPI; responsible for a moderate level of impact on an operating budget for the Department;

Equipment/Material Management & Accountability:

Position has a moderate level of responsibility for equipment, material, or supplies; proper utilization is required plus accountability for first-echelon maintenance may be required; minimal authority and accountability for purchase within strict policy guidelines may be present.

Confidential and Sensitive Information:

- Incumbent has a high level of access to sensitive and proprietary company data, including but not limited to services, legal and financial data, and an essential job result is the maintenance of a high level of confidentiality of the information processed by the employee.
- Incumbent has limited access to personal and professional data regarding customers, and must comply with the Fair and Accurate Credit Transactions Act (FACTA) to keep that data secure and private.
- Incumbent has no access to health data of employees and their families, and to health data of customers/clients/members and their families, and must comply with the Health Insurance Portability and Accountability Act (HIPAA), to keep that data secure and private.

Independence of Action; Supervision Received:

The Field Operations Coordinator works under general supervision of the Crop Manager. Production generally precedes a check on the quality of work. Established methods and procedures are clearly established and general instructions provided.

Supervision Exercised:

The Field Operations Coordinator is responsible for own work, and has no supervisory authority or responsibility, although the Field Operations Coordinator may have functional authority over specific projects or areas of responsibility as specified in this Job Description or otherwise delegated by the Supervisor.

IV. POSITION QUALIFICATIONS AND REQUIREMENTS:

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 for the position, but is not a comprehensive list. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and Experience:

Required:

- High School Diploma, GED, or High School Equivalence.
- College course work in Math and Agriculture or related field of study.
- Some functions require certifications and training which will be provided by NAPI.

Preferred:

- Associate's degree from an accredited college or university in Industrial Mechanics and Maintenance Technology or directly related discipline.

Substitution:

- One (1) year of FLSA exempt-level experience in agricultural business and/or leadership may be substituted for the Associate's degree requirement.

Navajo Preference:

Navajo preference will be applied in accordance with the Navajo Preference in Employment Act (NPEA), it is Navajo Agricultural Products Industry's ("NAPI") goal and intention to strictly adhere to the NEPA in all employment practices and hire qualified Navajo Personnel for all positions. Tribal sovereignty support and Navajo preference initiatives are mandatory.

Language Requirements:

Required:

Ability to read and write English in order to understand and interpret written procedures and technical manuals. This includes the ability to give and receive instructions in written and verbal forms and to effectively present information and respond to questions from vendors, contractors, supervisors and co-workers.

Preferred:

Bi-lingual (English/Navajo)

Shared Responsibilities:

As a requirement of their employment, all NAPI employees are expected and required to follow and adhere to the following job responsibilities:

- Support the mission, vision, values, and goals of Navajo Agricultural Products Industry.
- Support excellence in our customer service philosophy, and deliver excellent customer service both to internal and external customers.
- Adhere to all company policies and procedures.
- Follow all safety policies, guidelines, and work rules, and participate in trainings.
- Practice good stewardship of NAPI property and follow policy.
- Act in a professional manner at all times.
- Function from INTEGRITY, HONESTY, and LOYALTY in all activities concerning NAPI.
- Follow the current NAPI Strategic Plan initiatives.
- Maintain and support a team environment within the workgroup, and with other departments.
- Champion NAPI in the community.

Core Competencies:

Performs the essential functions and elements of this position competently, demonstrating adequate progress throughout the course of the introductory period of employment and continuing throughout employment with NAPI. A variety of personal competencies need to be demonstrated by everyone at NAPI, and include but are not limited to:

- Quality/Compliance: Achieving a standard of excellence with our work processes and outcomes, honoring NAPI policies and all regulatory requirements.
- Customer focus: Striving for high customer satisfaction, going out of our way to be helpful and pleasant, making it as easy as possible on the customer or client, rather than on self, department, or organization.
- Communication: Balancing listening and talking, speaking and writing clearly and accurately, influencing others, keeping others informed.
- Collegiality: Being helpful, respectful, approachable, and team oriented, building strong working relationships and a positive work environment.
- Initiative: Taking ownership of our work, doing what is needed without being asked, following through
- Efficiency and Continuous Improvement: Planning ahead, managing time well, being on time, being cost conscious, thinking of better ways to do things
- Coachability: Being receptive to feedback, willing to learn, embracing continuous improvement
- Safety: Comply with and actively support all workplace safety policies and practices.
- Team Player: able to work collaboratively with others in the organization, and to work well with diverse groups of people and gain and maintain respect of others, both inside and outside of NAPI.

Knowledge, Skills and Abilities:

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 to perform the essential functions of the position, but are not a comprehensive list:

- Knowledge of production processes, quality control, costs, and other techniques for maximizing the effective manufacture and distribution of goods.
- Knowledge of principles and methods for moving material within NAPI Farm Operation including the relative costs and benefits.
- Knowledge of machines and tools, including their uses, repair, and maintenance.
- Knowledge of principles and processes for providing customer services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Knowledge of plant and animal organisms, their tissues, cells, functions, interdependencies, and interactions with each other and the environment.
- Knowledge of techniques and equipment for planting, growing, and harvesting food products (both plant and animal) for consumption, including storage/handling techniques.
- Knowledge of the chemical composition, structure, and properties of substances and of the chemical processes and transformations that they undergo. This includes uses of chemicals and their interactions, danger signs, production techniques, and disposal methods.
- Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications.
- Knowledge of chemicals, herbicides, and pesticides.
- Knowledge of principles and methods for describing the features of land, sea, and air masses, including their physical characteristics, locations, interrelationships, and distribution of plant, animal, and human life.
- Knowledge about proper use of GPS/GIS systems.
- Skill in planning, organizing, directing, and coordinating.
- Skill in using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Skill to read, analyze, and interpret highly complex documents.
- Skill in understanding the implications of new information for both current and future problem-solving and decision-making.
- Skill in considering the relative costs and benefits of potential actions to choose the most appropriate one.
- Skill in determining how a system should work and how changes in conditions, operations, and the environment will affect outcomes.
- Skill in analyzing information and use logic to address work-related issues and problems.

- Skill in self-management; to manage one's own time and the time of others.
- Ability to develop, analyze, and interpret production schedules.
- Ability to speak in public.
- Ability to talk to others to convey information effectively.
- Ability to develop goals and plans to prioritize, organize and accomplish work.
- Ability to use a computer and computer programs is required.
- Ability to use search engines, data queries, and assimilate printed information.
- Ability to communicate effectively orally and in writing in English. Navajo language is helpful.
- Ability to establish and maintain personally challenging achievement goals and exert effort toward mastering tasks.
- Ability to effectively lead, coach, motivate, and develop departmental staff.
- Ability to be self-directed, developing one's own way of doing things, guiding oneself with little or no supervision.
- Ability to be honest and ethical.
- Ability to analyze information and use logic to address work-related issues and problems.
- Ability to take on responsibilities and challenges.
- Ability to be reliable, responsible, and dependable, and fulfilling obligations.
- Ability to communicate effectively both orally and in written form information and ideas so other will understand.
- Able to be careful about detail and thorough in completing tasks.
- Ability to be persistent in the face of obstacles and being able to accept criticism and dealing calmly and effectively with high stress situations.
- Ability to be pleasant with others on the job and displaying a good-natured, cooperative attitude.
- Ability to be open to change (positive or negative) and to considerable variety in the workplace.
- Ability to be available 24 hours a day 7 days a week to meet deadlines.
- Ability to operate 4X4 Tractor, Row Crop Implements (planter, pocket maker, cultivator, perimeter disc, cutter), Combine, Crop Processing Equipment, Forklift, and Company Vehicle.
- Ability to thrive in a fast-paced and pressured environment and must be able to shift to other functions and priorities as needed.

Certification, Licenses and Registrations:

- Must have and maintain a current New Mexico, or Arizona driver's license, must have and maintain an NAPI-insurable driving record, and must provide proof of current liability insurance meeting or exceeding State-required minimum coverages.
- First Aid, CPR, Defensive Driving Course, HazWoper, WPS Handler, Global Gap, Pesticide Applicator's license, and Forklift operating.

Training Requirements:

- Must successfully complete all NAPI-required safety and other training
- Must successfully pass and maintain training certification in all state, NAPI, individual-specific, and/or other training requirements of the position and job assignment.
- Additional specific training requirements for this position may be required by NAPI.

Tools and Equipment Used:

- Standard office equipment, including desktop computer or laptop, iPad and standard MS-Office applications
- 4X4 Tractor, Row Crop Implements (planter, pocket maker, cultivator, perimeter disc, cutter), Combine, Crop Processing Equipment, Forklift, and other specialized equipment depending on the job assignment.
- Must be able to operate a company vehicle and a two-way radio.

Other:

- In accordance with the conditional offer of employment, individual must pass drug screen, and all NAPI, and other required background investigations.
- Additional drug screening and background investigations may be required depending on the job assignment, or job transfer.
- Must read and acknowledge NAPI's Non-disclosure agreement.

V. PHYSICAL & MENTAL DEMANDS and WORKING CONDITIONS

The physical and mental demands, and working conditions described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. The physical and mental demands, and working conditions 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 of this position.

NAPI maintains a comprehensive, detailed assessment of the physical and mental demands, and working conditions for this position, which are also included in the incumbent's employment file.

Physical Effort and Demand:

- Significant physical demand is required to perform the work; an employee in this position frequently stands, walks, kneels, squats, crawls, twists, and climbs.
- Significant physical demand is required to perform the work; an employee in this position frequently lifts a minimum of 50 pounds.

Visual Acuity, Hearing, Speaking, Manual Dexterity:

- Must have visual acuity and manual dexterity to perform timely and accurate data entry;

Mental Demand:

- Effective performance requires continual thinking and attention to work/detail demanded by the Knowledge, Skills and Abilities and essential functions of the job.
- Must be able to work non-standard work hours as required to fulfill job responsibilities.

Environment/Working Conditions:

- Little to some hazardous conditions exists in the work environment. The work environment is pleasant; only minimal negative physical factors exist.
- Little to moderate amount of negative psychological factors exist in the work environment; these factors must be addressed and considered in the performance of duties and have potential for a negative impact on job incumbents.
- Little to moderate exposure to hot, cold, wet, humid, or windy conditions caused by weather, depending on department job assignments.
- Little to moderate exposure to conditions such as dust and particles that affect the respiratory system, eyes or, the skin, depending on department job assignments.

Continued on next page.

VI. EMPLOYEE ACCEPTANCE:

By my signature below, I certify that I have read my Job Description and understand my assigned responsibilities, and have been given a copy of this Job Description.

Employee – please initial each of these statements below to indicate your agreement, in addition to your signature at the bottom of this page:

_____	I acknowledge that I have been given access to a print and/or electronic copy of the Employee Policies and Procedures Handbook , and understand that I am responsible for reading and following all relevant policies and procedures outlined in it.
_____	I understand that I am responsible for following all departmental and job-specific policies, procedures, work rules, and other guidelines.
_____	I understand that neither the Board of Directors nor management of NAPI can guarantee my employment, and that NAPI can change compensation, benefits, and conditions of my employment at any time and at its full and sole discretion to meet business needs of NAPI.
_____	I further understand that the foregoing Job Description is not all-inclusive of the duties to which I may be assigned. To meet business needs, ensure maximum flexibility and efficiency, and to encourage cross training, I acknowledge that I may be assigned additional duties as are deemed necessary or desirable by NAPI.
_____	I acknowledge that NAPI also reserves the exclusive right to transfer, assign, or locate the incumbent to another job assignment within this job title for which I am qualified. Such transfer, re-assignment or re-location may be on either a temporary or regular basis, and shall be done to meet the business needs of NAPI.
_____	I also certify that I can perform the essential functions of this Job Description either with or without a reasonable accommodation.
_____	I further acknowledge that this Job Description does not constitute a written or implied contract of employment with NAPI.

Accepted and Acknowledged by:

_____ Employee Signature Date

_____ Print Employee's Name

Witnessed by:

_____ NAPI Representative Signature Date

_____ Print NAPI Representative's Name and Job Title