



DemKota Ranch Beef Career Opportunities

Email Resume to careers@demkotarb.com to apply

DemKota Ranch Beef is in the community of Aberdeen, SD and is a game changer in the beef industry. The facility is 420,000 square feet and is a state-of-the-art plant with the capacity to harvest 1500 head per day. This plant includes the harvest and processing to boxed and frozen beef. Our plant is continuing to grow, and we are looking for passionate team members in operations, food safety and quality assurance, maintenance; welding, electricians, environmental science, information technology, and accounting. We invite you to review our job openings and consider visiting with us about the opportunity to join a new venture and grow with us!

Operations

Operation Positions

General operations in Harvest, Fabrication, Packaging and Shipping, both hourly and supervisory positions available, wages depending on experience.

Fabrication: A combination of processes to remove bones and cut meat in to specified standards to be distributed to customers; using knives, saws, air knives, scales and other machinery.

Harvest: The processes of removing the hide, viscera and trimming all contamination from carcasses after slaughter; using various machinery, knives and hands.

Packaging: Package trimmed and finalized product in to bags for vacuum sealing, and place sealed product in correct boxes for distribution.

Shipping: Stack, palletize, organize boxes of product according to orders and ensure they are shipped correctly

Marketing

Marketing Coordinator

The Marketing Coordinator will be responsible for communicating the DemKota brand and maintaining the DemKota brand standards both internally and externally. This position will be responsible for Marketing external marketing efforts such as but not limited to print materials and sales kits, website and social media content management and anywhere the DemKota Brand is presented and support for the sales team in this manner.

Essential Duties and Responsibility:

Implements marketing and advertising campaigns by assembling and analyzing sales forecasts; preparing marketing and advertising strategies, plans, and objectives; planning and organizing promotional presentations; updating event calendars.

- Tracks returns on marketing investments by analyzing and entering sales, expense, and new business data to determine if event provided tangible results.
- Prepares marketing reports by collecting, analyzing, and summarizing sales data.
- Help design, proof and coordinate printing and distribution of POS materials, Sales Kits and other printed materials. Keeps promotional materials ready by coordinating requirements with purchasing and verifying receipt. Keeps log of distribution of marketing materials.
- Researches competitive products by identifying and evaluating product characteristics, market share, pricing, and advertising; maintaining research databases.
- Plans meetings and trade shows by identifying, assembling, and coordinating requirements; establishing contacts; developing schedules and assignments; coordinating mailing lists.
- Monitors budgets by comparing and analyzing actual results with plans and forecasts.
- Updates job knowledge by participating in educational opportunities; reading trade publications.
- Accomplishes organization goals by accepting ownership for accomplishing new and different requests; exploring opportunities to add value to job accomplishments.
- Know the DemKota story from beginning to end and help communicate that internally and externally
- Content management for Website and Social Media
- Take photos and maintain photo library
- Design customized deliverables as necessary: Brochures, PowerPoints for sales team or customers.

- Our most valuable marketing is the captive audience, once we have the customer to the plant for a visit, we give them a first-class experience and follow up with their needs, especially on the branded side.
- Coordinate customer visits, communicated customer visits internally, coordinate hospitality, ensure everything is available for tours, etc.
- Maintain Visitor PPE & equipment inventory and set-up and clean up after events
- Know the system: work with operations if there is anything specific needed to start a new program.
- Help communicate new products and packaging specs

Specific Knowledge, Skills and Experience Desired:

- Strong listening, presentation and business networking skills.
- Attention to detail.
- Outstanding written and oral communication skills.
- 3-5 year food industry marketing experience (beef preferred) and B.S. Degree in the ag marketing, marketing or communication.
- Excellent problem solving, interpersonal communication and project management skills a must.
- Strong leadership skills that inspire team confidence and respect while motivating team members in a creative and effective manner.
- Must have a desire for achieving excellence in customer satisfaction, process and product quality and reliability.
- Must be extremely detail-oriented with respect to documentation and communication.
- Must have the ability to read, write and understand English. Spanish Language skills a plus
- Computer skills Microsoft Word, Excel, PowerPoint and internet
- Must pass pre-employment and random drug tests to be eligible for employment.
- Must have experience in Direct Marketing, Market Segmentation, Marketing Research, Coordination, Understanding the Customer, Process Improvement, Initiative, Planning,
- Lift 50 lbs. occasionally
- Candidates selected for employment may be subject to medical examinations to determine ability to perform the job. Candidates are subject to pre-employment and random drug testing.

This job description is not intended to be all-inclusive. Employee may perform other related duties as needed to meet the ongoing needs of the organization.

Sales

Branded Regional Sales Manager

Reports to the VP of Branded/Export Sales and Marketing with significant self-oversight. Responsible for establishing and maintaining long-term symbiotic relationships with distributors and end-users by developing, maintaining and expanding customer relationships at multiple levels with a variety of vendors. The position of Branded Regional Sales Manager will be responsible for selling DemKota Ranch Beef Branded products and programs into assigned territory. Territory could include domestic and international locations.

Essential Duties and Responsibility:

- To show business growth in terms of volume and profitability by protecting and GROWING existing business while generating new business opportunities in (foodservice and retail).
- Plan, coordinate, and execute DemKota Ranch Beef branded programs and product development strategies.
- Enhance reputation and value with customers by providing guidance and strategy to grow DemKota Ranch Beef brand.
- Conduct direct sales training and presentations
- Develop business plan for assign region and strategy for growth in region.
- Responsible for forecasting and meeting sales volumes within assigned territory
- Frequent face to face contact and maintain and develop solid POSITIVE sales relationships with current and targeted customers.
- Provide assigned Customer Service Partner with guidance on the needs and expectations of key/specific customers to ensure high quality service levels.
- Manage relationships with brokers as needed per customer request.

Specific Knowledge, Skills and Experience Desired:

- Minimum of 5 years' progressive protein sales experience or equivalent
- Has strong knowledge (foodservice/retail/commodity) and customer base
- Bachelor's degree preferred
- Demonstrated sales planning, forecasting and sales execution experience
- Excellent verbal and written communication, presentation, decision making and negotiation skills.
- Proven ability to build and maintain effective relationships with customers, prospects and fellow employees.
- Strong aptitude to effectively interpret and use multiple information sources to develop customer specific tactical plans and options.

This job description is not intended to be all-inclusive. Employee may perform other related duties as needed to meet the ongoing needs of the organization.

Quality Assurance

BRC/HACCP Coordinator

Primarily responsible for coordinating and administration of the comprehensive Food Safety Program. The FSQA BRC (British Retail Consortium) Coordinator organizes all BRC Efforts at DemKota including maintaining the written program, auditing the program and internal communication for meetings. This person is also responsible for subsidiaries of these duties including meetings with Sanitation company, Document control, Corrective action logs and written SOPs. Responsible for providing effective claims management, administrative, and customer service support for the Quality Control/Assurance Department and all internal and external customers by utilizing excellent, in-depth knowledge of company policies and procedures relevant to position.

Essential Duties and Responsibility:

- Coordinate BRC efforts for DemKota Ranch Beef
 - BRC written program maintenance and document review
 - Objective setting and recording
 - Internal Audits
 - External Audit Preparation
 - Monthly BRC Meetings: reporting, preparation and communication
 - Reporting of BRC Qualifiers: Purchasing, Sanitation, Pest Control, Laundry, Shipping – Outgoing, Maintenance
 - Research questions from other departments
- Other audits: Customer, USDA, as needs arise
- Sanitation Liaison
 - Coordinate weekly meetings with sanitation company and plant personnel
 - Prepare agenda
 - Follow up on action items
- Writing and making corrections in SOPs
- Document Control
 - Creating Document Records
 - Administration of Document Control
 - Regularly audit forms and documents
- Corrective Action Program/Log
- Backup for daily review of production documentation
- Special Projects
- Other duties as assigned

Qualifications-

- BS degree in Business, Food Engineering, Food Science, Meat Science, Microbiology, Biology, or related field preferred or 4 years' experience in food safety, BRC and HACCP
- Essential Skills & Ability
- BRC & HACCP Certified
- Excellent problem solving, interpersonal communication and project management skills a must.
- Strong leadership skills that inspire team confidence and respect while motivating team members in a creative and effective manner.
- Must have a desire for achieving excellence in customer satisfaction, process and product quality and reliability.
- Computer proficiency skills (Microsoft Word, Excel, Outlook and Publisher)
- Excellent written and verbal communication skills.
- Must have the ability to read, write and speak English
- Must pass pre-employment and random drug tests to be eligible for employment.

Quality Assurance Fabrication Supervisor

This position is responsible for ensuring all FSQA SOP's, Programs and standards are maintained in fabrication. The FSQA Fab Supervisor is responsible for the management of the Fab QA team. Also, Ensure that all quality standards and product specifications for boxed primals and trim combos products are met.

Essential Duties and Responsibility:

- Manage FSQA Employees in product specifications and trim area
- Help Onboard New QA's
- Manage Pre-Op inspections of the Sanitation crew.
- Oversee Fabrication HACCP program and documentation

- Validates quality processes by establishing product specifications and quality attributes; measuring production; documenting evidence; determining operational and performance qualification; writing and updating quality assurance procedures.
- Manage product specifications and assist in development of a product specification manual.
- Work with Director of FSQA to develop trainings
- Manage product audits and auditing procedures.

Supervisory Responsibilities:

- Oversee the Fabrication QA Supervisor/Leads and Offal QA and ensure that employees are trained in Specs and Trim testing procedures.
- Monitor hours, set schedule, attendance, PTO and attendance points for above employees

Qualifications and Skills:

- Bachelor of Science in Meat Science or Related or High School graduate with 4 years experience with Specifications
- Prior experience with Quality Assurance, fabrication line beef product specifications especially export items
- Excellent problem solving, interpersonal communication and project management skills a must.
- Strong leadership skills that inspire team confidence and respect while motivating team members in a creative and effective manner.
- Must have a desire for achieving excellence in customer satisfaction, process and product quality and reliability.
- Experience in HACCP and labeling also helpful.
- Must have the ability to read, write and understand English. Spanish Language skills a plus
- Computer skills Microsoft Word, Outlook. & Excel
- Age 18 & authorized to work in the US
- Must pass pre-employment and random drug tests to be eligible for employment.

Quality Assurance Technician

Ensure all products sold are wholesome, safe and meet specifications.

Essential Duties and Responsibilities:

- Monitor SOP's, SSOP's and GMP compliance of associates. Work with USDA
- Product testing for food safety and specifications
- Knowledge of beef cuts for auditing product quality and specifications.
- Document and communicate all paperwork that is required to insure the company is producing a safe and wholesome product.
- Follow and enforce company HACCP and BRC audit programs
- Must pass a background check

Maintenance

Maintenance Technician, Welders, Electricians

This position is responsible for maintenance of production and packaging equipment, troubleshooting, preventative maintenance, installation and startup of new equipment. Must be able to operate hydraulic, air, or electric hand tools, the ability to work in a hot, cold, and/or wet environment is necessary. Cryovac maintenance experience beneficial. Welders and Electricians are also needed.

Maintenance Supervisor

This position is responsible managing a crew of maintenance personnel; welders, electricians who perform regular maintenance on plant equipment, reduce production downtime and special projects. Including but not limited to maintenance of production and packaging equipment, troubleshooting, preventative maintenance, installation and startup of new equipment. Must be able to operate hydraulic, air, or electric hand tools, the ability to work in a hot, cold, and/or wet environment is necessary.

Lead Technician: Buildings & Grounds

Responsible for leading a crew that performs semi-skilled tasks in a multi-craft environment, including the maintenance and repair of mechanical, electrical, electronics, carpentry, plumbing, and grounds elements of DemKota Ranch Beef buildings and grounds. This is a working Lead position.

Essential Duties and Responsibilities

This class specification lists the major duties and requirements of the job and is not all-inclusive. Incumbent(s) may be expected to perform job-related duties other than those contained in this document and may be required to have specific job-related knowledge and skills. Working Lead of the work group and advocating safe work practices.

- Assists in the repair, maintenance and remodeling of plumbing and pipefitting systems, equipment and facilities.

- Assists in the installation, maintenance and repair of electrical and electronic lighting, data communication, security, control, street lighting and related systems.
- Performs rough and finish carpentry, including cabinetry, shelves, dividers, paneling and partitions; assists in installing ceiling and flooring materials; installs locks, closing devices and other door and window hardware; prepares forms for cement laying and assists in the finishing of cement projects.
- Performs painting of interior and exterior building surfaces and equipment; prepares surfaces for painting, protects surrounding surfaces and uses a variety of methods to apply paint or other covering materials such as brushes, rollers and spray equipment
- Mows, trims, edges, fertilizes, weeds, prunes, mulches, fertilizes, and sprays trees, plants and shrubbery; prepares soil for planting; seeds and re-sods lawn areas; plants trees, seedlings and shrubs.
- Inspects assigned areas; corrects or reports safety hazards; cleans and maintains buildings and grounds
- Performs snow removal and salting of facilities and access ways.
- Operates and maintains a variety of hand and power tools and equipment related to activities.
- Observes safe work methods and uses safety equipment; secures worksites from safety hazards as necessary; attends safety meetings.
- Maintains basic records of work performed.
- Represents the DemKota Ranch Beef Maintenance Department with dignity, integrity, and a spirit of cooperation in all relationships with staff and the public.

QUALIFICATIONS/SKILLS REQUIRED

- Basic principles, equipment, methods and materials used in building and grounds maintenance activities.
- Operation and maintenance of a variety of hand, power and shop tools used in a variety of trade areas.
- Shop mathematics.
- Methods and techniques of planting, transplanting, cultivating, pruning and maintaining a variety of lawns, ground cover, plants, shrubs, hedges and trees.
- Safe work methods and safety regulations pertaining to the work.
- Basic record keeping practices.
- Communicating effectively in oral and written forms.
- Ability to work in a diverse culture.
- Safely using and maintaining hand and power tools related to the work.
- Performing general maintenance work, individually or as a member of a crew, in various areas.
- Maintaining a variety of landscaped areas
- Safely operating construction equipment and vehicles.
- Making accurate arithmetic calculations.
- Reading and interpreting plans, maps and instructions.
- Understanding and following oral and written directions.

Internship Program

We offer paid, hands-on internships in a modern beef packing plant in Aberdeen, SD with the capacity to process 1500 head per day. Students in the intern position will learn the overview of the beef processing industry while working in depth with one department on special projects. Interns will be expected to present the findings of their project to a management team with the winner receiving a \$1000 Scholarship.

Program Runs: Tuesday, May 28, 2019 - Friday, August 09, 2019

Applications due March 31, 2019

Operations Encouraged to Apply: Animal Science, Meat Science, Food Science, Operations Management majors

Quality Assurance Encouraged to Apply: Animal Science, Meat Science, Dairy & Food Science, Microbiology majors

Engineering/ Maintenance/Safety Encouraged to Apply: Engineering, Electrical Engineering, Ag & Biosystems Engineering, Environmental Sciences, Operations Management majors.

Information Technology:

Encouraged to Apply: Computer Engineering, Computer Science, Information Systems, Network Administrator

Ag Marketing:

Encouraged to Apply: Animal Science, Meat Science, Ag Education, Ag Communications