

2025/2026 U.S. 19TH EDITION

FOOD & AGRICULTURE CAREER GUIDE

AG
Careers.com



FEATURING

**PROVE YOUR POTENTIAL
FROM DAY ONE**

**EVALUATING JOB OFFERS:
LET'S TALK MONEY**

**CAREERS THAT WILL
NEVER GO OUT OF STYLE**



WHERE CAREERS CONNECT: ADVICE, INDUSTRY INSIGHTS AND EMPLOYERS HIRING INSIDE!

WELCOME

STARTING WITH WHY:

FEEDING THE FUTURE OF TALENT IN FOOD & AGRICULTURE

At **AgCareers** and our **Talent Solutions** companies including; **FoodGrads**, **Advancing Women Conference**, **Grasslands Recruitment Specialists**, and **De Lacy Executive Recruitment** we believe that meaningful work in agriculture and food isn't just a job; It's a calling and a way to make a difference and be a part of something bigger together. It's about **feeding the world**, sustainably, innovatively, and inclusively.

For over 25 years, we've stood at the center of this critical sector not just as job boards or recruiters, but as **trusted partners** in talent sustainability and industry intelligence. Whether you're a student, a mid-career professional, or an employer building your team, **we're here because we believe that people are the most valuable part of the agriculture and food ecosystem**. That is our why.

WHY WE EXIST:

FOSTERING TALENT FOR A BETTER TOMORROW

The global agriculture, food, and beverage manufacturing sectors are evolving rapidly—and so are the skills needed to thrive in it. Our mission is to help people navigate this change confidently, by:

- **Connecting talent to opportunity** across the value chain.
- **Empowering underrepresented voices** through platforms like *Advancing Women*.
- **Bridging education and employment** with *FoodGrads* and our *Feed Your Future* initiative.
- **Providing specialized, strategic hiring support** our Executive Recruitment teams.

We don't just react to change, we prepare you for it.

HOW WE ADD VALUE:

TALENT SUSTAINABILITY THROUGH INNOVATION & INSIGHT

We bring together industry, education, and community creating a dynamic talent ecosystem where employers and job seekers grow together.

For Job Seekers: We provide more than job listings. Through scholarships, internships, coops, career advice, and personal support, we help you build a career with purpose, one that evolves as you do.

For Employers: We offer access to engaged, informed talent who are ready to contribute today and tomorrow. Our brands are powered by data, supported by industry expertise, and focused on the long-term success of your business.

Through our **Feed Your Future** initiative, we're inspiring the next generation of agriculture and food professionals while helping current leaders stay ahead of the curve.

WHY SHOULD YOU BE PART OF OUR COMMUNITY?

Because we're not just filling jobs we're **fueling a movement**. A movement that believes talent is the foundation of a secure, sustainable food system. A movement backed by **decades of trust, innovation, and results**.

When you support AgCareers and our family of brands, you're not just investing in recruitment. You're investing in:

- A **diverse, skilled, future ready workforce**.
- A more **inclusive, resilient agriculture and food sector**.
- A **local and global network** of professionals committed to shaping what's next.

JOIN US

The future of food depends on the people behind it. Whether you're exploring a new career, growing your team, or mentoring the next generation, you belong here within our community, helping people find people.

KATHRYN DOAN

CVO & LEADER
TALENT SOLUTIONS TEAM



AGcareers.com

FOOD & AGRICULTURE CAREER GUIDE

1.800.929.8975

WWW.AGCAREERS.COM

AGCAREERS@AGCAREERS.COM

AgCareers is not responsible for any mistakes, misprints, or typographical errors. AgCareers is diligent in checking all advertising copy for any errors, but no guarantee is given or implied by the publisher. © 2025 Published by Farms.com Canada Inc.

COVER PHOTOS:

kupicoo/E+ via Getty Images,
Hermiadi – stock.adobe.com,

Crea Vector Designer – stock.adobe.com,
davooda.com – stock.adobe.com,
Sanych – stock.adobe.com

ARTICLES

- 5 **LEVELING THE PLAYING FIELD:
HOW NEW GRADS CAN STAND OUT**
- 9 **EMBRACE ADAPTABILITY IN THE
EVOLVING JOB MARKET**
- 13 **UNLOCKING THE DOOR:
TRANSFORMING YOUR INTERNSHIP
INTO A FULL-TIME CAREER**
- 15 **EVALUATING JOB OFFERS:
LET'S TALK MONEY**
- 17 **AI RED FLAGS TO AVOID**
- 21 **THE POWER OF NETWORKING**
- 25 **WHY CHOOSE A CAREER IN FOOD
AND BEVERAGE PROCESSING?**
- 27 **CULTIVATE A CAREER IN
AGRICULTURE**
- 28 **HOW TO FOLLOW UP AFTER
AN INTERVIEW**

- 31 **SPEAKING UP & STANDING OUT:
BE HEARD AND RESPECTED ON
THE JOB**
- 35 **WAIT—THE HIRING MANAGER IS
ACTUALLY CHECKING MY SOCIAL
MEDIA?!**
- 42 **FAST TRACK YOUR CAREER**

EMPLOYERS & EDUCATION

- 7 **STINE SEED COMPANY**
- 8 **THE WENGER GROUP**
- 11 **LALLEMAND PLANT CARE**
- 12 **HARTUNG BROTHERS, INC.**
- 14 **AGRI-KING**
- 16 **CLAAS OF AMERICA**
- 19 **RICHARDSON INTERNATIONAL**
- 20 **AGRICULTURE FUTURE OF AMERICA**
- 23 **BAYER**
- 24 **SENECA FOODS**
- 26 **NATIONAL FFA ORGANIZATION**
- 30 **WILBUR-ELLIS**
- 33 **AG PROCESSING INC /
DE LACY EXECUTIVE RECRUITMENT**
- 34 **GERMAINS SEED TECHNOLOGY**
- 36 **SOUTH DAKOTA STATE UNIVERSITY**
- 37 **WEST TEXAS A&M UNIVERSITY**
- 38 **COLBY COMMUNITY COLLEGE**
- 39 **NORTH CAROLINA AGRICULTURAL
AND TECHNICAL STATE UNIVERSITY**
- 40 **VIRGINIA TECH**
- 41 **KANSAS STATE UNIVERSITY**
- 43 **FEED YOUR FUTURE SCHOLARSHIP**
- 44 **FOODGRADS**

THE AGCAREERS ★ U.S. TEAM



BONNIE JOHNSON
MARKETING &
COMMUNICATIONS MANAGER



MARY BAREFOOT
RESEARCH & INSIGHTS
MANAGER



KATIE HUNTER
TALENT SOLUTIONS
MANAGER



CLARA TAYLOR
DIGITAL MARKETING
COORDINATOR



KIMBERLY TORRES
TALENT SOLUTIONS
REPRESENTATIVE



CHRIS MCLOUGHLIN
CUSTOM TALENT
SOLUTIONS SPECIALIST



TAYLOR SUBLETTE
RELATIONSHIP MARKETING
& BRAND SPECIALIST



JACK RONSON
TALENT SOLUTIONS & CUSTOMER
CARE REPRESENTATIVE



KELSEY HUNT
RELATIONSHIP DEVELOPMENT
& CUSTOMER CARE
REPRESENTATIVE



BRIAN CAIN
DIRECTOR OF IT



LIAM DEL MASTRO
RESEARCH & INSIGHT ANALYST

ENHANCE YOUR CAREER WITH ADVICE SENT RIGHT TO YOUR EMAIL!

SIGN UP FOR THE **AG** Careers.com

Career Success Kit

The Ultimate Career Guidance Resource.

8 Pieces of Career Advice, Guidance & More

- Build Your Brand: Mastering Social Media for Career Success
- Say It Right: Communication Hacks for the Modern Workplace
- Thriving at Work: Navigating and Shaping Workplace Culture
- Ace the Interview: Your Ultimate Question Bank
- Know Your Worth: Confidently Navigating Salary Talks
- Job Hunt Like a Pro: Your Free Career Toolkit
- Break In Without Experience: Landing the Job You Want
- Level Up: Your Guide to Professionalism in Any Career

With Support from Our Partner: **AFA**

SIGN UP TODAY



www.AgCareers.com | agcareers@agcareers.com



LEVELING THE PLAYING FIELD: HOW NEW GRADS CAN STAND OUT

BY **BONNIE JOHNSON**, MARKETING & COMMUNICATIONS MANAGER, AGCAREERS

One of the most common frustrations that AgCareers hears from students looking for their first job out of college is this: How do I get a job without experience? How do I get the experience needed to land a job?

Young professionals often lament that “All job postings require five years of experience!” This seems like a contradiction for an entry-level position. The job search process can be exasperating for students. Still, I’m here to tell you that you can compete and may even have an advantage over experienced professionals in some circumstances! Stand out even next to seasoned pros!

Employers see the value in the innovative, resourceful ideas recent graduates bring to their organization. Many organizations have dedicated programs and departments for student internships and recruitment. More than 60 percent of U.S. agricultural and food employers plan to hire new graduates in the coming year. The main reason employers are recruiting recent grads is to remain competitive. Employers also consider new graduates’ value as they plan career progression and future leadership. Agriculture and food organizations are preparing for business growth while also considering the retirement of current staff ([AgCareers US HR Review](#)).

To help you identify organizations actively recruiting students and new graduates, start by learning about employers that hire interns and co-op students with development and career exploration programs. Additionally, all the employers advertising in this publication are dedicated to connecting with emerging talent and want to connect with students like you!

Selling yourself without work experience: What advantages do YOU bring to the workplace? Top five to consider:

1 FRESH PERSPECTIVES & OPEN MIND

As a student or recent graduate, you may have limited internship and student work experience, but that also means that you do not have as many preconceived notions about how the workplace should be and how the new organization compares to prior employers.

“We’ve always done it this way....”

As a long-term employee, I’ll admit that it’s easy to get stuck in the mindset of “this is how we’ve always done it” or “we’ve tried that before.”

New graduates are often open-minded and eager to try new things right out of school. We, and many other businesses, look to students, interns and recent graduate hires to think beyond the standard box they’ve been working in, bringing in fresh perspectives from the outside world.

2 TECH SAVVINESS

Has a parent or grandparent asked you to figure out an app on their cell phone? Have you introduced older friends and family members to social networks?

Most students and recent graduates today are members of Generation Z, born 1997–2012. Gen Z has always had internet access and is known as the most digitally fluent generation. Therefore, it’s no surprise that technology is the most obvious and often-mentioned trait recent graduates bring to the workplace.

Technology impacts every organization, and employers are seeking tech-savvy employees to join their teams. A prime example is the remarkable AI transformation over the past couple of years. You bring the latest education and unique approaches to social networking and outreach. Express your experience and comfort with digital tools!

3 GROWTH MINDSET FOR THE LONG-TERM

Employers stress the importance of lifelong learning as the industry evolves. As a student, your learning doesn't stop in college and will continue throughout your career (AI is another good example here).

Your generation demonstrates a growth mindset, adaptability, and dedication to turning setbacks into opportunities for progress. Employers highly value these employability skills, but students often underestimate them.

Related to growth and longevity, you're just beginning your career and could make a long-term commitment to your employer of choice. Agriculture and food employers report that their most concerning human resource matter is employee retention—keeping their top employees for the long haul. Training and onboarding a new employee are significant financial and time investments. Will you choose to commit, stay, and develop with the employer? If so, the company gains an excellent return on its investment.

4

RELOCATION FLEXIBILITY

When AgCareers polled agriculture and food industry professionals, those with more years of experience often stated that they didn't apply to specific jobs because they were unwilling to relocate. This presents a powerful opportunity for students and recent grads: if you're open to moving, you immediately stand out in a talent pool where many seasoned professionals are geographically limited.

Often, new graduates are flexible; they do not own a home and have other local commitments preventing them from relocating for a new job. Make it known if you're open to relocating—whether to another city, state, or even country. Flexibility like this significantly increases your marketability. When setting up your free job seeker account on **AgCareers.com**, be sure to select the "open to relocation" checkbox!

5

REASONABLE SALARY EXPECTATIONS

While it may not be the most exciting news, hiring inexperienced talent is a cost-effective option and an advantage for employers. Even if this doesn't lift your spirits, it should motivate you to apply and compete, even if you don't think you have a chance! When AgCareers polled job seekers, they found that salary wasn't as crucial for inexperienced candidates, and they were more likely to apply for a job than seasoned candidates.

YOUR SKILLS & EXPERIENCE

Internships and student work experience in your field are invaluable. But I also encourage you to count any other work towards your total years of experience. Even part-time jobs in high school and college teach you valuable transferable skills in customer service, communication, and dependability. Emphasize volunteer work, class projects and research as well. Agriculture and food employers today prioritize employability skills such as problem-solving and decision-making when hiring and are willing to train for technical skills. A push of positivity: Be confident in highlighting the experiences you've already gained, along with your eagerness to learn and grow.

ONE FINAL BOOST

You are not alone: job seekers of all ages readily admit that lack of experience is a significant personal barrier to completing the application process (**AgCareers Application Motivation Survey**).

So, you don't meet all the qualifications listed in the job posting...what do you do? Check if the qualifications are required or preferred. Do you meet some of the criteria? Do you check many of the boxes but not quite all of them? Apply anyway!

START SEARCHING AND APPLYING TODAY AT:

www.AgCareers.com

YOUR TERRITORY, YOUR WAY.

ARE YOU READY TO BE A PART OF SOMETHING BIGGER? THE MOST RESPECTED SEED COMPANY IN THE INDUSTRY NEEDS YOU.

Stine® is experiencing rapid growth across the country. To meet this demand, we are seeking several new sales and agronomy experts to join our team. As a representative of Stine, you'll have the freedom to run

your own business while representing a company that's been at the forefront of agricultural innovation for over four generations. Work YOUR TERRITORY, YOUR WAY with support from a trusted partner.

OUR IDEAL CANDIDATE IS SOMEONE WHO:

- Has a passion for agriculture.
- Appreciates having the opportunity to deliver top-tier solutions to customers.
- Has the desire to represent a growing national brand.
- Wants flexibility but with the support of a successful organization.



READY TO TAKE CONTROL OF YOUR FUTURE?

Apply today or continue reading
for opportunity details.



STINESEED.COM



Help us Feed the World.

We are a leading Northeast family-owned food, agricultural products, and agricultural services organization headquartered in Pennsylvania.



1.800.692.6008 | thewengergroup.com/careers/

EMBRACE ADAPTABILITY IN THE EVOLVING JOB MARKET

BY PAULA WEST, DIGITAL EXPERIENCE PROJECT MANAGER, AGCAREERS

Adaptability is crucial as the job market constantly evolves; being flexible and open to learning new skills will make you stand out.

Expectations may clash with workplace realities, so adaptability is critical for career success. Today's job market is dynamic, shaped by shifting technologies, economic uncertainty, hybrid work models, and evolving expectations from employers. Thriving in this environment requires more than technical knowledge; it demands the ability to adapt.

WHAT IS ADAPTABILITY?

Adaptability is the ability to adjust to new conditions, pivot when faced with unexpected challenges, and stay productive during transitions. It involves being flexible, resilient, and proactive in the face of change. Adaptability isn't about going with the flow mindlessly; it's about responding strategically to change, learning from it, and positioning yourself to succeed in new environments.

The business landscape constantly evolves, driven by emerging technologies, shifting customer expectations, and changing company priorities. Adaptability allows you to cope with change and thrive in it.

Instead of resisting change, adaptable employees approach it with a positive attitude, ready to learn and grow. This attitude is particularly crucial in positions where priorities frequently shift, or innovation plays a vital role.

PROBLEM-SOLVING AND INNOVATION

Adaptable employees are often better problem solvers. When plans fall through or unexpected challenges arise, they adjust quickly and seek creative solutions. Adjustments may involve collaborating with other departments, experimenting with new processes, or acquiring new skills. Be solution-oriented, not reactive.

When things don't go as planned, adaptability helps you to think on your feet and find solutions. Whether you're resolving conflict, learning new software, or adjusting to a team restructure, adaptable employees are more resourceful and innovative in finding ways to move forward.

Resourcefulness may involve reaching out to colleagues you don't usually work with, asking other departments for input, or presenting new ideas to improve workflow. These efforts might involve taking on new tasks to improve processes, test efficiencies, or propose workflow changes.

Workplaces often face uncertainty, such as shifting goals, unexpected setbacks, or new priorities. Adaptable employees excel in uncertain situations, quickly adjusting while maintaining high productivity and morale. Their ability to remain calm and focused during uncertain times helps the team stay aligned and motivated.

Being adaptable helps you become more resilient in the face of challenges. Instead of becoming frustrated or overwhelmed by obstacles, adaptable people see them as opportunities to gain experience and grow. This mindset enables them to bounce back quickly and perform well under pressure.

ADAPTABILITY IN ACTION

HERE'S HOW ADAPTABILITY SHOWS UP IN EVERYDAY WORK:

1. Taking on unfamiliar tasks when teammates are unavailable
2. Learning new software to support a workflow change
3. Adjusting communication styles to match new leadership
4. Managing your time differently after a shift to hybrid or remote work
5. Navigating company restructuring with grace and focus

CONTINUOUS LEARNING

Adaptability is a mindset of continuous learning and growth. It involves staying curious and up-to-date with new tools, trends, and practices in your field.

Being willing to learn and try new things will help you grow professionally and remain valuable, regardless of how the industry or company evolves. Continuous learning can include taking courses, reading books, or listening to podcasts to stay aware and adapt to changes in the workplace. Workplaces are increasingly relying on technology, and new platforms emerge all the time. From automation and project management tools to AI-assisted workflows, being comfortable with learning digital tools is a core part of adaptability. Continuous learning highlights you as a valuable employee and opens doors to new roles or responsibilities.

Adaptability requires more than behavior; it's also about how you emotionally process change. Staying calm, recognizing your reactions, and empathizing with others can reduce stress and build stronger, more collaborative teams.

The job market constantly evolves, with new roles, industries, and skill sets emerging. Adaptability enables you to adjust your career focus, acquire new competencies, and assume new responsibilities to remain relevant and grow.

STRENGTHENING YOUR PROFESSIONAL RELATIONSHIPS

Adaptability often involves working with diverse teams, new personalities, and different management styles. Being flexible and open-minded in these situations fosters stronger relationships and better collaboration. Adaptable employees are more likely to build trust, respect, and rapport with colleagues and leaders.

Employers also value employees who can adapt to new roles, market changes, or shifting priorities. Demonstrating adaptability often leads to career growth and new opportunities, as it shows you can thrive in dynamic environments and handle diverse tasks and responsibilities.

HOW TO BE MORE ADAPTABLE:

1. Be open to feedback:

Constructive feedback is a growth tool. Instead of taking it personally, use it as an opportunity to reflect and improve. This mindset helps you adjust your approach and stay aligned with evolving expectations.

2. Stay curious and continue learning,

whether by taking new courses or keeping up with industry trends.

3. Be proactive:

Take on tasks or projects that stretch your skills. Whether presenting in a meeting, learning new software, or mentoring someone new, small challenges build your adaptability muscle.

4. Be solution-oriented:

Ask questions, voice concerns respectfully, and keep colleagues informed. Clear communication keeps teams aligned, and fosters trust during transitions.

Many early-career professionals prioritize flexibility, but not all roles can offer it immediately. One student shared, "I thought I'd be able to work from anywhere after graduating, but during interviews, I learned the job required full-time office hours for training."

Instead of being discouraged, reframe the early stage of your career as an investment:

Flexibility can be a major perk, but gaining experience, proving reliability, and building workplace relationships may unlock even more freedom in the long run.

It means recognizing that flexibility often comes after you've built trust and demonstrated value.

Adaptability isn't just a workplace buzzword; it's a mindset that helps you grow, lead, and thrive in a world that rarely stands still. Being adaptable means staying open to change, learning continuously, and turning uncertainty into opportunity, whether you're just starting or pivoting mid-career.

Stand out as a resilient, resourceful professional and unlock new levels of growth and fulfillment.

TAKE ADVANTAGE OF THE CAREER RESOURCES AND JOB OPPORTUNITIES NOW AT:

www.AgCareers.com

Grower practices are constantly evolving to meet global agricultural and food production demands, which are projected to continue to increase over the next ten years¹. Resistance to conventional solutions that have worked in the past is increasing. How do we address this in our agricultural practices today? **We re-introduce microorganisms to increase biodiversity.**



This is where you come in.

Joining Lallemand Plant Care means you are part of a global leader contributing to tomorrow's agriculture with proven, microbial-based solutions.

Ready to make a difference?



¹ OECD. (2023, July 6). Production growth to slow in step with population, while geopolitical tensions, climate change, animal and plant diseases and price volatility of critical farming inputs pose long-term uncertainty. Organisation for Economic Co-operation and Development. www.oecd.org



**Celebrating
50 Years
in the Industry**



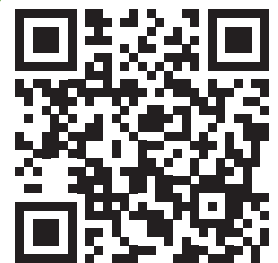
Developing Careers One Field at a Time.

Hartung Brothers, Inc. is a family-owned and operated agribusiness. We have been developing a wide range of solutions for agriculture's producers and processors alike since 1975. Hartung Brothers offers agriculture contracts for seed corn and cucumbers to farmers and processors.

Connect with Us:

608-829-6000

hartungbrothers.com/careers/





UNLOCKING THE DOOR: TRANSFORMING YOUR INTERNSHIP INTO A FULL-TIME CAREER

BY SYDNEY MOHR, DIGITAL COMMUNICATIONS & EVENTS COORDINATOR, FOODGRADS

Internships and co-ops are more than just a box to check on your degree—they're genuine opportunities to launch your career. I learned this firsthand when I began my career as a co-op student at AgCareers. At the time, I had no idea that experience would lead me to a full-time role with FoodGrads and the Talent Solutions Team. But it did. Reflecting on that path, I can pinpoint a few key things that helped me turn that first opportunity into a meaningful career, and I want to share them with you.

1 TREAT IT LIKE A REAL JOB (BECAUSE IT IS!)

From day one, I treated my internship like it mattered, and it did. I showed up on time, took notes in meetings, and ensured I understood my responsibilities. Your internship might come with a learning curve, but showing initiative and asking thoughtful questions demonstrates that you care about doing the job well, not just getting credit or a paycheck.

2 SAY YES TO NEW OPPORTUNITIES

During my first internship with AgCareers, I was exposed to various parts of the business, from content writing to events. I said “yes” to as many tasks and projects as I could manage, even if they were outside my comfort zone. That willingness to learn and help made me a more

valuable team member. Those are experiences I still draw on today. Saying yes also enables you to discover what you like and don't like.

3 BUILD GENUINE RELATIONSHIPS

Building connections is one of the most underrated aspects of turning an internship into a job. Be kind, be curious, and take the time to get to know your colleagues. These are the people who may vouch for you later, whether for a job at the same company or a referral elsewhere. Some of the connections I made during my AgCareers internship helped open doors to new opportunities, ultimately leading to my full-time work with FoodGrads.

4 SHOW HOW YOU ADD VALUE

In my second internship with the company, I took what I'd learned the first time and focused even more on how to add value. I looked for problems to solve, proposed ideas, and made it a point to understand the organization's objectives. When employers see that you're invested in their success, not just your own, it makes a lasting impression!

5 STAY IN TOUCH AND FOLLOW UP

After completing both internships, I stayed in touch with my supervisors and colleagues. I sent thank-you notes, connected on LinkedIn, or provided quick updates about my career progress. These small gestures helped me remain memorable to them. So, when an opportunity at FoodGrads came up, I was already a familiar face for them.

Internships aren't just temporary roles—they're stepping stones. When you show up with a positive attitude, a willingness to learn, and a genuine interest in the work, you'll be amazed at the doors that can open for you. You might just find yourself building the foundation for a career you love—I know I did!

START BUILDING THAT FUTURE NOW!

Explore internship opportunities at www.AgCareers.com or visit www.FoodGrads.com for more tips on starting your full-time career.



**SCAN TO SEE
OUR CAREER
OPPORTUNITIES**



TEAM-BASED NUTRITION SERVICES PAIRED WITH A FARM-FIRST APPROACH.

THAT'S THE AGRI-KING WAY.

We're not some company that just sells products. We're a team of individuals working together to help farms prosper. On-farm nutrition consultants. Ph.D. nutritionists. Ruminant microbiologists. Farm records analysts. Specialty consultants. Ration analysts. Lab technicians. All together, our mission is simple: Work together to provide our clients with the best service and technologies to ensure their continued success.

*Putting our clients first in everything we do.
That's the Agri-King way.*



CHRIS PARTLOW
Senior Recruiting Specialist

careers@agriking.com
(800) 435-9560



WHY YOU SHOULD CONNECT WITH AGCAREERS ON SOCIAL NETWORKS:

- Be the first to know about new job opportunities
- Get expert career advice & professional tips
- Join a thriving AgCareers community
- Hear real-world stories & company spotlights
- Stay on top of industry insights
- Access exclusive events, webinars & resources

AG
Careers.com



Scan to explore our links!

EVALUATING JOB OFFERS: LET'S TALK MONEY (AND MORE!)

BY **MARY BAREFOOT**, MANAGER OF HUMAN RESOURCES, AGCAREERS

Graduating and landing your first job offer is a huge milestone. Congratulations! But before you sign on the dotted line, it's worth taking a moment to pause and look beyond the salary figure. While salary matters, a job offer typically includes many other elements, such as benefits, time off, flexibility, and more.

To make a well-informed decision, it is helpful to break the offer down into its key components. In the sections below, we'll break down the fundamental elements of a job offer so you can weigh your priorities and choose what's right for you.

BEFORE YOU DECIDE

When you receive an offer, be sure to express your appreciation. It's a big deal to be selected! Then, ask for time to review the details and clarify any deadlines for your response; this gives you space to evaluate the offer thoughtfully and negotiate.

1 TOTAL REWARDS VS TOTAL COMPENSATION

Your base salary is just the starting point. Employers typically offer a **total compensation package**, which includes your base salary and any bonuses, incentives or commissions. Base salary is the number most people focus on—but it's not the whole story.

You'll also want to consider the **total rewards**, which extend beyond your paycheck. Total rewards include benefits such as health insurance, retirement plans, paid time off, flexibility and perks. These can significantly impact your quality of life and financial well-being.

2 PAID LEAVE AND WORK FLEXIBILITY

Paid leave policies vary widely. Some companies offer generous vacation, sick days, and personal time, while others may be more limited. Make sure you understand how you accrue time off (calendar year vs. anniversary date) and whether your paid time off (PTO) balance includes holidays. For some, a flexible schedule or extra time off may be more valuable than a slightly higher salary.

3 HEALTH AND OTHER BENEFITS

Benefits are often the most overlooked part of a job offer—and they can be costly if not considered. Ask for detailed information about:

- **Health, dental, and vision insurance:** What's covered? What's your monthly premium?
- **Retirement plans:** Does the company match your contributions? That's free money!
- **Disability and life insurance:** These may not be glamorous, but they're essential safety nets.
- **Other perks:** Gym memberships, parking, parental leave, and wellness programs can add up.

4 THINK ABOUT THE INTANGIBLES

You can't measure some job benefits in dollars. Will this role offer valuable training, mentorship, or exposure to a key network? Is it a stepping stone to your dream job? These intangible benefits can be just as important as salary.

5 LONG-TERM GROWTH AND RAISES

If the starting salary isn't quite what you hoped for, remember that compensation is an ongoing conversation. Annual reviews and performance evaluations are opportunities to advocate for raises and promotions. Be respectful, realistic, and confident in your value.

FINAL THOUGHT:

Every job offer is unique, and so are your priorities. Take the time to assess the full value of what the potential employer is offering, including salary, benefits, time off, career growth opportunities, and a positive workplace culture. A thoughtful decision now can set the stage for a fulfilling and financially sound career.

FIND MORE SALARY NEGOTIATION AND RESOURCES IN THE
CAREER SUCCESS LIBRARY.





Feed the World. Fuel your Career.

Become part of a thriving, international organization that employs over 12,000 people in over 140 countries worldwide. For over 100 years, CLAAS has contributed to feeding the world. The company embraces the latest technology and invests in the development of our CLAAS employees.

Opportunities are available in a wide variety of fields, from local manufacturing to experiences abroad. We offer company paid medical, dental and vision benefits, competitive wages, generous vacation packages, and 401(k) match.

See how you can become a member of our CLAAS Team! Learn more about our company at: www.claasofamerica.com

www.claas.jobs

CLAAS



AI RED FLAGS TO AVOID

BY PAULA WEST, DIGITAL EXPERIENCE PROJECT MANAGER, AGCAREERS

Regarding Artificial Intelligence (AI) in the job search and workplace, several potential red flags and concerns warrant consideration.

Whether you're applying for a position or using AI in the workplace, it's essential to understand where it can be helpful and where it may fall short.

AI IN RESUMES AND COVER LETTERS

Job seekers are increasingly turning to AI tools to craft their resumes and cover letters. These tools can help refine formatting, improve clarity, and optimize your resume for Applicant Tracking Systems (ATS). However, without careful use, these tools can undermine your application.

RED FLAGS TO AVOID WHEN USING AI:

- 1. Overuse of Buzzwords and Keywords:** AI tools often encourage candidates to incorporate industry-specific keywords into their resumes to help them pass the ATS. While this can be useful, overusing buzzwords may make your resume sound inauthentic or robotic. For example, terms like "synergy," "dynamic," or "results-oriented" can make your resume appear generic and not tailored to the specific job you're applying for.
- 2. Lack of Personalization:** AI-generated resumes and cover letters might not fully capture your unique qualities or experiences. Automation might miss nuances such as the depth of your expertise or your enthusiasm for a specific role, resulting in a less compelling application.
- 3. Over-optimisation for ATS:** AI can help tailor resumes to get past ATS filters, but focusing too heavily on ATS-friendly language may result in a document that feels mechanical and lacks personality. It's important to strike a balance so that your resume is both ATS-compatible and engaging for a human recruiter.
- 4. Unrealistic Claims:** Some AI tools may suggest overly polished or inflated language, promising to make your resume stand out by using strong action verbs or exaggerated descriptions of your achievements. This language can be a red flag if your experience doesn't support those claims. Use confident language, but ensure it accurately reflects your skills and accomplishments.

5. Ignoring Specific Requirements:

AI may suggest using a generic resume or cover letter that doesn't adequately address the specific requirements of a job listing. A generic approach can overlook opportunities to highlight the exact skills and experiences the employer is seeking.

BEST PRACTICES FOR USING AI IN JOB APPLICATIONS:

- 1. Tailor Your Application:** Even if you use AI to draft your resume or cover letter, ensure you tailor it to the job you are applying for. Personalize it to reflect your unique experiences and how they match the employer's needs.
- 2. Review It Yourself:** After using AI, go over the content yourself. Make sure it truly represents you, your values, and your achievements.
- 3. Balance ATS and Human Appeal:** Strike a balance between refining for ATS systems and ensuring that your resume sounds natural and interesting to the human reader.

REAL-LIFE EXAMPLE:

"Sam used ChatGPT to write his entire cover letter. It sounded great until the interviewer asked about a project he didn't even remember mentioning."



BEFORE YOU SUBMIT YOUR APPLICATION, ASK YOURSELF:

- 1 **Does it sound like me?**
- 2 **Is it tailored to this job?**
- 3 **Can I explain everything in an interview?**

AI AUTOMATION IN THE WORKFORCE

AI is rapidly transforming the way work is done across industries, including agriculture and food. AI automation increasingly transforms the workforce, with machines and software taking over repetitive or manual tasks. While AI can significantly enhance productivity, it comes with its own set of red flags for both workers and employers.

RED FLAGS TO AVOID WHEN USING AI:

1. **Bias in AI Algorithms:** AI systems are trained on data, and if that data is biased or flawed, the resulting algorithms can perpetuate and even worsen biases. Regularly auditing AI systems for bias and ensuring fairness in their application is crucial.
2. **Over-Reliance on Automation:** While automation can be highly effective, relying too heavily on AI can lead to a lack of human oversight. AI systems can make mistakes, especially when faced with unexpected situations. Over-relying on AI without a human check can lead to errors that may go unnoticed until it's too late.
3. **Loss of Critical Thinking and Creativity:** As AI takes over more tasks, there's a risk that workers may lose the opportunity to engage in problem-solving and creative thinking. If people become too dependent on automated systems, their skill development in key areas may be reduced.

4. **Lack of Transparency:** Some AI systems, particularly those used in hiring or performance reviews, operate as "black boxes" with little understanding of how decisions are made. This lack of transparency can make it challenging for employees to grasp the reasons behind their hiring, promotions, or terminations. As a result, people may feel like a machine is evaluating them without clear criteria for decision-making.

5. **Preserve Human Decision-Making:** Critical decisions, especially those involving human emotions, ethics, and creativity, should still involve human judgment. AI can help but should not entirely replace human decision-making in complex areas.

CONCLUSION

AI brings opportunities but also presents potential challenges. The key is using AI responsibly and thoughtfully, avoiding over-reliance while ensuring its applications are fair, transparent, and beneficial to workers. Whether you're a job seeker or an employer, it's essential to be aware of these red flags to navigate the evolving role of AI effectively.

BEST PRACTICES FOR AI IN THE WORKPLACE:

1. **Human-AI Collaboration:** Focus on using AI to enhance human work, not replace it. For example, AI can take over repetitive tasks, freeing up time for workers to focus on higher-level, creative, and strategic work.
2. **Regular Auditing:** Continuously check AI systems for biases and errors and adjust as needed to ensure fairness and transparency in decision-making processes.
3. **Upskilling and Reskilling:** As AI automates routine tasks, workers should be encouraged to acquire new skills that complement and leverage AI technology. Upskilling in areas such as creativity, emotional intelligence, and problem-solving can help individuals remain relevant in an increasingly automated job market.
4. **Ethical AI Use:** Employers should prioritize ethical AI practices, ensuring that AI is used responsibly and respects workers' rights. Ethical practices include supporting transparency, addressing biases, and ensuring AI systems help the workforce rather than exploit it.

AI can be a tool, but don't let it do all the talking. Employers want to hire you, not your chatbot.

AI can help you work smarter, just make sure it doesn't work instead of you.

EXPLORE MORE AI, JOB SEARCH AND PROFESSIONAL DEVELOPMENT TIPS IN THE CAREER SUCCESS LIBRARY.





TAKING ROOT

AT RICHARDSON



Join our growing team

Discover your potential at richardson.careers





EMPOWERING AG LEADERS

PROFESSIONAL DEVELOPMENT
SCHOLARSHIPS | INDUSTRY CONNECTIONS

“AFA has been
transformational for me.
It's been a constant
source of growth. Every
experience, big or small,
has shaped me.”

Callie Robinson

University of Tennessee - Knoxville

816-472-4232 | agfuture.org
marketing@agfuture.org



THE POWER OF NETWORKING:

HOW TO BUILD MEANINGFUL CONNECTIONS

BY **BRAEDEN COON**, CONTENT MARKETING MANAGER, AGRICULTURE FUTURE OF AMERICA



Whether you're a seasoned professional or a student just stepping into the industry, networking is more than a buzzword. It's a bridge builder.

In agriculture, relationships drive everything from agribusiness partnerships to community development. Networking isn't just nice to have; it's essential. And it's not limited to job hunting or handing out business cards. True networking is forming relationships that support mutual growth and open doors to unexpected opportunities.

RETHINKING NETWORKING

Networking has picked up a reputation as something transactional or self-promotional. — the fast-talking, elevator-pitch-spouting, business-card-exchanging kind of thing. But the truth is it isn't about how many people you know. It's about the quality of the relationships you build.

AT ITS CORE, NETWORKING IS ABOUT:

Connection: Meeting people with shared passions, aligned values or complementary skills.

Collaboration: Finding ways to work together, exchange knowledge or support each other's goals.

Community: Building a sense of belonging in your industry or field. In this light, networking becomes more than a task; it becomes an investment in your future, personal growth and impact.

WHY IT MATTERS

In the agriculture and food industries, careers are built on connection. University alumni networks, extension relationships, commodity boards, mentorship circles — these communities thrive because of the trust and familiarity built over time. However, none of these initiatives begin without that initial conversation.

STRONG NETWORKS CAN HELP YOU:

- Discover new job opportunities or career paths
- Get advice from those with firsthand experience
- Stay informed on industry trends and best practices
- Find collaborators, co-founders or mentors

- Build confidence and develop leadership skills

The relationships you cultivate now will shape your career for decades to come.

BREAKING THROUGH THE FEAR

Networking can feel awkward, especially when you're new to the room. Walking into a crowd of strangers can be intimidating. However, it's reassuring to know that almost everyone feels that way at some point.

Here are a few ways to reduce the pressure and walk in with confidence:

PREPARE AHEAD OF TIME

Do some research on the event or people you might meet. Have a few questions ready, like "What brought you to this event?" or "What's something exciting happening in your work right now?"

BREATHE DEEPLY

Nerves are normal. Take a few deep breaths before stepping into the room or approaching someone new.

VISUALIZE SUCCESS

Before the event, picture yourself having a great conversation. It may sound simple, but visualizing a win can ease anxiety and set a positive tone.

LEAD WITH YOUR STRENGTHS

If you're more comfortable listening than speaking, use that. Ask open-ended questions. People appreciate someone who genuinely takes an interest in what they have to say.

Most importantly, remember that networking is a skill, not a personality trait. Like any skill, it improves with practice.

STARTING THE CONVERSATION

If you've ever stood in front of someone and drawn a blank, you're not alone. Having a few conversation starters in your pocket can ease the tension and help spark meaningful discussions.

Here are a few that work in almost any setting:

- "What are you currently working on?"
- "What do you enjoy most about your job or studies?"
- "How did you get into this field?"
- "What's something exciting happening in your industry?"

And just as important as knowing how to start a conversation is knowing how to exit one gracefully. If someone starts scanning the room, gives short responses or seems distracted, it may be time to move on. Try a polite exit like:

- "It was great talking with you. I'm going to connect with a few more people before the event ends."
- "I'd love to stay in touch. Can we exchange contact info?"

These transitions demonstrate respect for both your time and theirs, maintaining a professional tone.

WHAT HAPPENS NEXT MATTERS MOST

Networking doesn't end when the event does. The follow-up is where the real connection is built. A simple message can turn a five-minute conversation into a long-term relationship.

HERE'S HOW TO KEEP THE MOMENTUM GOING:

CONNECT ON LINKEDIN

When you send a request, include a note: "Hi [Name], it was great to meet you at [event or context]. I enjoyed our conversation about [topic] and would love to stay in touch."

KEEP TRACK OF CONTACTS

After the event, jot down who you met, what you talked about and any next steps. A small detail remembered weeks later can leave a strong impression.

SEND A FOLLOW-UP EMAIL OR MESSAGE

Reference something specific from your conversation. It shows authenticity and interest in continuing the connection.

Whether you're following up to ask for advice, share a resource or just say thanks, the effort matters.

TIPS FOR NETWORKING LIKE A PRO

Don't cling to your crew: It's tempting to stay with people you already know, but the point of networking is to expand your circle.

Quality over quantity: One great conversation is more valuable than 10 surface-level chats.

Be inclusive: If you're standing in a group and notice someone nearby alone, invite them in. If you meet someone interesting, introduce them to others they might connect with.

Always be prepared: Have a way to exchange contact information, such as business cards, a LinkedIn QR code, or even your email address in your phone's notes app.

MAKING NETWORKING PART OF YOUR ROUTINE

The best networkers don't wait for big events to happen. They build relationships year-round. Here's how to build networking into your life:

Be curious: Ask questions. Learn from people in different roles or sectors.

Give before you get: Offer help, advice or encouragement. People remember those who add value.

Stay engaged: Send a quick message when someone gets a new job, publishes something interesting or shares news. Small gestures add up.

Remember, every conversation has potential. You never know when a simple exchange might lead to a job offer, a collaboration, or a lifelong friendship.

ONE CONNECTION CAN CHANGE EVERYTHING

Networking isn't about being the most outgoing person in the room. It's about being intentional, curious and open to connection. When you approach networking as an opportunity to learn, grow and support others, it stops feeling like a task — and starts becoming a habit worth keeping.



START NETWORKING
with www.agfuture.org.



*Be part of
the solution.*

Be Bayer.

We're visionaries, driven to solve the world's toughest challenges and striving for a world where **Health for all, Hunger for none** is no longer a dream, but a real possibility.

There are so many reasons to join us. But if you're hungry to build a varied and meaningful career in a community of brilliant and diverse minds to make a real difference, there's only one choice.



*Health for all,
Hunger for none*



Farm Fresh Goodness Made Great

Looking for a new career?

Whether you're new to the job market, looking to advance your career or are a seasoned professional, Seneca Foods Corporation offers an array of rewarding career opportunities across a variety of functions, from Operations Management, Agriculture, Information Technology, Sales and Marketing, Human Resources, Finance and more.

*Scan to view current openings
and learn more about Seneca Foods.*



*Visit our Careers Website at
www.careers.senecafoods.com*

EOE/AA Disability/Vet

WHY CHOOSE A CAREER IN FOOD AND BEVERAGE PROCESSING?

BY NICOLE GALLACE, TALENT SOLUTIONS MANAGER, FOODGRADS

The food and beverage industry is one of the world's largest and fastest-growing sectors, playing a vital role in feeding the world. It offers students and recent grads meaningful ways to apply their skills in a fast-paced, high-impact environment. With rising demand for safe, nutritious, and convenient food, companies are actively hiring across production, food safety, automation, and sustainability, offering internships and entry-level roles that build experience and open doors to long-term career growth.

Here's a look at some of the diverse roles available.

CAREER PATHS IN FOOD AND BEVERAGE PROCESSING:

- 1. Food Science and Product Development** - Develop new food products, improve taste and texture, and meet consumer demand for healthier or more sustainable options.
- 2. Food Safety and Quality Assurance** - Ensure products meet regulatory standards and protect public health.
- 3. Supply Chain and Logistics** - Manage the journey from farm to table, ensuring efficiency and minimizing waste.
- 4. Engineering and Automation** - Optimize production using advanced technology and automation.
- 5. Skilled Trades** - Responsible for installing, maintaining, and repairing industrial machinery and equipment used in food production.
- 6. Marketing and Sales** - Promote products and build brand loyalty.

The industry's cross-functional nature means you don't have to stay in one lane. Many professionals begin their careers in production and transition into roles such as quality assurance, R&D, or leadership as they gain experience. This flexibility enables you to build a career that evolves in line with your interests and strengths. To hear real stories from professionals who've taken different paths, check out the **That's a Food Job!** podcast.

INNOVATION AND SUSTAINABILITY

There's never been a more exciting time to join the food and beverage industry. Companies are investing in plant-based proteins, cutting food waste, and designing smarter, more sustainable packaging. At the same time, regulations are tightening around artificial ingredients, preservatives, and flavorings to meet consumer demand for cleaner labels. That's where food scientists and product developers step in—you're basically a food superhero, making food safer, healthier, and better for the planet.

COMPETITIVE PAY AND BENEFITS

Careers in food and beverage processing don't just offer impact—they pay well, too. Roles in food science, engineering, and supply chain management are exceptionally competitive, with many companies providing performance bonuses tied to production goals and innovation wins. On top of substantial salaries, the industry offers benefits that support health, learning, and lifestyle, including:

- 1. Health and wellness programs** - Medical, dental, and vision coverage.

- 2. Retirement and savings plans** - Employer-matched 401(k).

- 3. Professional development** - Tuition reimbursement and funding for industry certifications.

- 4. Flexible work arrangements** - Flexible hours, shift work, and hybrid/remote work, depending on the position.

- 5. Employee discounts** - Savings on company products and access to exclusive promotions.

The strong pay and benefits combination reflects the industry's commitment to attracting and retaining top talent.

MAKING PROFESSIONAL CONNECTIONS

Building a career in food and beverage processing isn't just about landing the right job but also connecting with the right people and resources. Platforms like **FoodGrads** and **AgCareers** support you by showcasing career paths, linking you with industry professionals, and offering professional development tools.

WHY NOW IS THE RIGHT TIME

With continued growth, rapid innovation, and a renewed focus on sustainable practices, food and beverage processing offers meaningful, future-ready careers.

EXPLORE THE OPPORTUNITIES

and discover where your skills can take you at **FoodGrads.com** and **AgCareers.com**.



DISCOVER EVERY OPPORTUNITY

AgExplorer is a robust, comprehensive career resource to help you explore the broad range of careers within agriculture. With over 320 careers to explore, find the one that best matches you with MyCareer Quiz; interactive Virtual Field Trips; industry career interviews; and more!



CULTIVATE A CAREER IN AGRICULTURE

EXPLORE THESE FIVE PATHWAYS TO SEE WHAT YOUR FUTURE COULD LOOK LIKE.

BY **LAUREN QUINLAN**, FFA NEW HORIZONS EDITOR, NATIONAL FFA ORGANIZATION

As you start or continue your career search, meet **FFA Alums** who have found success in the top five career pathways in agriculture, according to data pulled from **AgCareers.com** and **AgExplorer**.

AGRICULTURAL BUSINESS

Connect business with food & agriculture.

FEATURED ALUM: Cara Crye Wright, President and Chief Executive Officer, Farm Supply

When Cara Crye Wright started working on the sales team at Farm Supply, a farmer-owned cooperative with five locations on the central coast, as a college student in 1996, she didn't know this opportunity would one day lead to a full-time career — but it did. She began working as the cooperative's marketing coordinator. She was later promoted to vice president of communications and became Farm Supply's first female president and CEO in 2017.

"There are so many opportunities in this field, and we need smart leaders now more than ever," she says. "As our society continues to become more removed from understanding where its food comes from, the challenges our industry faces on a daily basis increase and there becomes a greater need to feed, educate and advocate around the world."

TECHNOLOGY

Use technology to increase efficiency & profitability.

FEATURED ALUM: Sheila (Weninger) Jaeckel, Precision Agriculture Consultant, Ballweg Implement

Sheila Jaeckel's favorite part of her current job is that no two days at Ballweg Implement are the same. Sometimes she's in the office, helping farmers troubleshoot over the phone, while others include traveling to the field or shop to work with them face-to-face.

"I highly recommend trying out a career path through an internship or job shadowing experience," Jaeckel says. "For me, this was a great way to gain real-world experience and see what it was like working with different farmers and types of equipment."

SUSTAINABILITY

Balance economic concerns & environmental impact.

FEATURED ALUM: Brock Vetick, Innovation and Sustainability Specialist, Settje Agri-Services and Engineering

Although Brock Vetick knew he wanted to pursue a career rooted in agriculture, he never imagined he'd find himself working in the sustainability sector.

"I love the breadth of my job and working with people in rural communities," Vetick says. "The word 'sustainability' can mean something different to everyone, but there's certainly a place for those who are interested in this field."

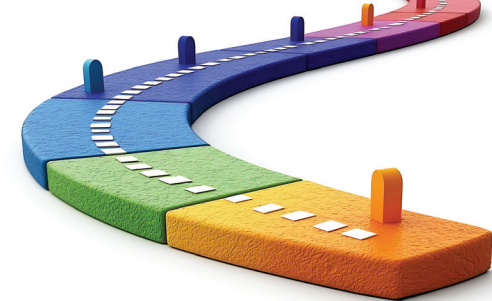
Today, he helps improve all aspects of the design, construction and management of livestock facilities. This includes exploring new technologies and evaluating the environmental, economic and social sustainability practices of farming operations.

BIOTECHNOLOGY

Enhance plants, animals & microorganisms to solve global issues.

FEATURED ALUM: Milton Sabat González-Serrano, Ph.D. Candidate, The Ohio State University

Milton Sabat González-Serrano is currently pursuing a Ph.D. in biochemistry, along with additional training focused on molecular biophysics.



During his time at The Ohio State University, one of the many things González-Serrano enjoys about working in this field is its dynamic nature. After completing his Ph.D. this year, he hopes to apply his knowledge to contribute to innovative solutions that address real-world challenges.

"From developing drought-resistant crops to improving food nutrition and reducing environmental impacts, biotechnology is transforming agriculture," he says. "This field combines biology, engineering and environmental science. Remember to stay curious, keep learning and be open to interdisciplinary collaboration."

SKILLED TRADES

Apply specialized knowledge, abilities & hands-on skills.

FEATURED ALUM: Matthew Baxter, Weld Shop Leadman, Land Pride, Great Plains Manufacturing

Matthew Baxter, who's been in his current role for more than 16 years, completed a nine-month welding course at Fort Hays Tech North Central. He says this educational experience exposed him to different types of welding and fabrication work and equipped him with skills such as reading and drawing blueprints — all of which prepared him for what to expect when entering the workforce full time.

"If you're looking for a career where you can use your hands to physically build or create something and make a good living for yourself, this pathway is definitely the way to go," Baxter says. "You can count on there being a strong demand for your skills anywhere in the world."



LEARN MORE ABOUT THESE CAREER PATHWAYS AND OTHERS, VISIT:
AgExplorer.FFA.org and AgCareers.com



HOW TO FOLLOW UP AFTER AN INTERVIEW

...AND WHAT TO DO IF YOU ARE REJECTED

BY **KATIE HUNTER**, TALENT SOLUTIONS MANAGER, AGCAREERS

Transitioning to a new career or starting your first career can be both exciting and stressful. The process can feel overwhelming between applying for new jobs, interviewing, and juggling multiple applications. Yet, amidst the uncertainty, there's a sense of possibility as you chart your career path. While actively searching for a new job, it's essential to consider how to follow up after each interview.

"Every rejection is a redirection." – Mel Robbins.

While rejection can be hurtful at the moment, please take it as a learning opportunity and reflect on the next steps before moving on to the next path.

While you may hope to land the first job you apply for, that's not always how it goes. This article shares tips to consider as you navigate the interview process.

Have confidence in your skills and the value you can bring to the organization, but also practice patience. Take time to celebrate your small wins. If you made it through multiple interviews but missed out on a job offer, remember that the company saw value in your skills and expertise; it might not have been the right match this time. Stay adaptable and trust that the right opportunity will come.

Now that you've completed your interview, what should you do next while waiting to hear whether you were successful?

INTERVIEW FOLLOW-UP

Your first step after the interview is to send a personalized note to the interviewers within 24 hours, thanking them for their time and consideration. A follow-up note is an excellent way to express gratitude and reinforce your interest in the role. Some hiring committees might make decisions immediately, so don't wait to send it if this note will impact them.

In this note, reiterate your interest in the position and company. Keep it professional and concise. Reference something you discussed during the interview or highlight what stood out about the position or organization; this shows your listening skills and ability to connect.

Make sure to avoid sending out generic or recycled messages. Instead, personalize your email for the role, company and person you interviewed. A follow-up email can be a great way to keep you on the mind of the interview team, but be sure to proofread your message before sending it to ensure that you are making the best possible impression.

Another way to show interest in the role is to ask questions about follow-up while you are still in the interview. Phrasing questions like "When can I expect to hear back from you?" or "What are the next steps in your interview process?" reflect your enthusiasm and help establish clear expectations.

These questions also allow the interviewer to share more details about the timeline. Just be careful not to ask a question they've already answered. Listen carefully, and if they've already highlighted the interview process or next steps, refrain from asking that question at the end of your interview.

Send a follow-up email if you haven't heard back from the company within the timeline they mentioned. You can use this email to reiterate your interest in the role and to let them know you are inquiring about any updates. While the waiting process can be challenging, limit your follow-ups to avoid appearing too persistent. Limiting your follow-ups to less than once a week and no more than three times is a good rule to follow.

HANDLING REJECTION

Now that the interviews are done, hopefully you have landed the job! But what do you do if you aren't lucky enough to be accepted into the first job you apply for? Or the one that follows? How do you manage the feeling of rejection if you aren't a successful candidate?

First and foremost, remember that rejection is often part of the job search process. Even if you bring strong skills and experience, the company might have chosen someone they feel will be a better fit for their organization. It is natural to feel disappointed if you don't get the job you applied for, but try not to take rejection personally. Instead, take some time to reflect on what you learned through the process. That interview could have equipped you with valuable insights for your next opportunity. Maintain a positive outlook and continue searching for the ideal role that will help you build your career.

A good way to learn from the experience is to ask the interviewer for feedback politely. There may have been one area that you didn't articulate well, or you may have been seeking a specific skill set, such as experience with a particular software

or someone who already knew how to sell successfully and could provide examples of the revenue they have successfully generated for the business.

Respond with professionalism if you receive a message letting you know you weren't selected. While this role might not have been a fit for you, that same hiring manager might think of you when a more appropriate role comes across their desk that might fit your skills. Keep that door of opportunity open and be courteous in your response. Be sure to express gratitude for their time and for considering you for the position.

While we always hope to land the ideal job on the first try, that isn't always the case. Be sure to leverage your rejection as a learning opportunity. Reflect on what went well during the interview and identify areas for improvement. If you receive feedback, note any areas where you could build new skills or strengthen your knowledge, especially if you are looking for a similar role in the future. Consider connecting with your interviewers on LinkedIn and staying in touch with them as your career progresses. Connections and networking can help you along the way, and you never know when your path may cross with them in the future.

Good luck with your career journey and interview process. The right role is out there for you. Take action—your career success is a journey, not a destination, and you don't need to be there immediately. Patience, perseverance and flexibility will be the key to your success.



EXPLORE ALTERNATIVE INTERNSHIPS AND JOB OPPORTUNITIES ON

www.AgCareers.com



Build a Career and Help the World Thrive

There's a reason people come here and build careers that last decades.
Join us and you'll be part of a diverse and inclusive workplace where
employees feel valued and help the world thrive.

wilburellis.com/careers



WILBUR-ELLIS

**Career
Opportunities**



SPEAKING UP & STANDING OUT:

BE HEARD AND RESPECTED ON THE JOB

BY CLARA TAYLOR, DIGITAL MARKETING COORDINATOR, AGCAREERS

Congratulations! You've done it, put in the time and effort at school and your work experiences to be ready for your moment, and now you're here, ready for your first full-time career.

You've learned a lot from your studies and jobs that set you up for your first full-time career; you may be an agronomist, so you know every disease corn can be susceptible to and how to treat it! But how are your employability or soft skills? We often look beyond those soft skills and want to bring in more of our fact-based knowledge, which we believe has helped us secure this job.

You are now part of a team! To really be part of a team, you must be a contributing member at work. What does that mean? A successful team member should be actively listening, engaging, and speaking up when it is their time to do so.

We will explore the importance of speaking up and gaining respect in the workplace. I wish I had known these things when I began my first full-time job.

It is easy to put yourself into a corner with the mindset that I am the least experienced person here. Why would anyone want to listen to me?!

WE POLLED NEARLY 600 AGCAREERS SOCIAL MEDIA FOLLOWERS ON HOW COMFORTABLE THEY WERE SPEAKING UP DURING A MEETING, AND THEY SAID:

VERY CONFIDENT
40%

SOMETIMES HESITANT
27%

I RARELY SPEAK UP
9%

IT DEPENDS ON THE SITUATION
24%

I have an interesting perspective on this topic; although I am in my mid-20s and not a business leader, I have been with the company for a while now and help supervise our interns and co-op students.

"No one would want to listen to me; I JUST graduated..." Many of us have had this thought before; I know I did, and I know many students who have had that thought and maybe still do.

POINT OF VIEW:

Think of it like this—yes, you are the youngest here, yes, you have the least amount of experience, BUT that isn't just a downfall.

- You are the youngest one here – with the trendiest and freshest ideas!!
- You are the least experienced one here, but you bring a new and exciting outlook to our business that we all need.

I realized I wasn't getting much feedback or ideas from my interns and was, frankly, getting a little irritated. Why was I the only one giving out ideas? Why weren't they coming to the table with something fresh? Well, I did some self-reflection and part of the problem was ME! What? It couldn't be?! Well, it was. I didn't set up my students correctly to empower them enough to contribute to the team.

Now, when interviewing or onboarding interns, I tell them that we work as a team. I want to hear your thoughts! And that is part of your job experience here: sharing ideas.

SUPERVISOR TIP!

Learn your team, and learn them well: How does each team member function? Are they more comfortable speaking up in a large meeting? Are they more comfortable sending ideas over email or on a one-on-one basis? You can have your team take an assessment, such as Cloverleaf or Working Genius, to determine how each person works best.

I asked my interns how comfortable they were speaking up in a team setting, and their thoughts were:

- It depends on who is in the meeting and what the topic is.
- They are more comfortable if someone asks them personally what their thoughts are.
- They are more secure speaking up if they first build a casual team relationship.
- Much more inclined to give feedback if given the topic ahead of time and don't have to be put on the spot.

Here are some steps to take to gain that confidence you may be seeking to speak up & stand out:

1 BE A DILIGENT LISTENER

Wait, didn't you say we're focusing on speaking up? Well, yes! However, listening is a powerful tool for speaking up, as it enables you to contribute at the right time with the correct information because you are actively engaged in the conversation.

2 PREPARATION

You should feel more confident in yourself if you are preparing for the topic ahead of time. If you don't know the discussion topics, request a meeting agenda!

3 ASK ALL THE QUESTIONS

As someone in a supervisor role led by another manager, I understand the importance of asking questions. When my intern has a question, it is mostly my responsibility as a supervisor to fully explain and clarify all the details. As a supervisor, I equate questions with curiosity and eagerness.

4 ASK FOR FEEDBACK OFTEN

Wondering how you're doing? Well, just ask! Ask your supervisor how you can improve. How can you become more of a contributing team member? Seeking feedback shows initiative, and it helps both you and your team grow.

5 YOU DON'T ALWAYS HAVE TO SAY SOMETHING

Don't speak to fill space—speak with purpose. Remember that it's okay if you don't have to contribute all the time. If someone asks you for ideas and you can't think of something good enough to contribute, tell them you'll have to get back to them after you've given it some thought.

Remember, your voice and opinions do matter! Gain confidence by knowing that your team wants to hear your fresh ideas. Your contributions can drive tremendous value to your team and your organization. Best of luck on your new journey—you got this!

FOR ADDITIONAL TIPS:

SUBSCRIBE TO THE AGCAREERS CAREER SUCCESS KIT!



Fields of Opportunity Await

Since 1983, AGP has been a leading U.S. agribusiness, specializing in soybean processing and refining. Privately owned by local and regional cooperatives and farmers, AGP is distinguished by the dedication of its people. Its culture is built on the core values of safety, integrity, teamwork, and communication—reflecting the agricultural roots, strong work ethic, and commitment of its member-owners and employees.



CAREERS@AGP.COM | AGP.COM/CAREERS

AGP
Ag Processing Inc



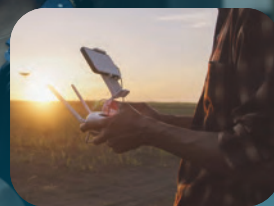
Excellence and Integrity in Global Agriculture & Food Recruitment

De Lacy Executive Recruitment offers professional recruitment services for employers and candidates in food and agriculture. The De Lacy team of professional consultants is committed to exceeding the expectations of those whom we serve.

VIEW OUR OPEN POSITIONS AT: delacyexecutive.com



Follow us on social media for new job opportunities and career tips.
800.672.8552 | advisor@delacyexecutive.com



Maximizing Nature's Potential Together



Join us in
delivering
innovative
seed solutions

Be part of a team driven by purpose - where collaboration, courage
and responsibility shape the future of sustainable agriculture.

Ready to make an impact?



Scan here
to grow your
career with us!

WAIT—THE HIRING MANAGER IS ACTUALLY CHECKING MY SOCIAL MEDIA?!

BY CLARA TAYLOR, DIGITAL MARKETING COORDINATOR, AGCAREERS

I am sorry to break the news. Yes, most likely, a hiring manager is checking your social media.

Is that a good thing for you? OR would that lead you to not land the job?

When we make information publicly available, hiring managers can review it.

SIDE NOTE: The HR Manager must be careful not to discriminate against their findings, but some major red flags would be hard for a hiring manager to look past, such as:

MAJOR SOCIAL MEDIA RED FLAGS

- Illegal activities posted online
- Talking inappropriately about a past employer
- Posting something very negative about your industry

WOULD YOU HIRE YOURSELF BASED ON A QUICK SEARCH?

A good way to check and see what the hiring manager will find when they search for you is to Google yourself! What do you find? Are you proud of how this represents you? Remember, they see both your posts and the items you're tagged in!

If you aren't proud of what appears, change your privacy settings, untag yourself from some posts, remove that old political post you're now embarrassed about, and then Google yourself again.

Remember, your social media presence could also get you hired! We often think of hiring managers reviewing our social media as creepy and annoying. However, this could be the ultimate thing that lands you in your dream job.

MAJOR SOCIAL MEDIA GREEN LIGHTS

- You are very engaged in the industry, commenting and sharing supportive, thoughtful replies
- You just completed a training course that you didn't mention on your resume
- Your personality seems to fit their company culture
- You're sharing posts about or from the company you want to work for
- Recommendations and positive comments from colleagues and friends

THE POWER OF LINKEDIN

We chatted about social media, but let's focus on LinkedIn. The hiring manager will likely review your LinkedIn profile. So, make it something you're genuinely proud of. And if you don't have a LinkedIn profile yet, now's the perfect time to create one.

Some items to make sure you have updated on your LinkedIn profile:

- Headshot
- Work history / Experience
- Summary
- Key accomplishments
- Training / Certifications
- Education
- Volunteer Causes

When was the last time you posted on LinkedIn? Check and see; if it hasn't been a while, put something out there!

FROM RED FLAGS TO GREEN LIGHTS: BUILDING A STRONG SOCIAL MEDIA PRESENCE

By addressing any red flags, showcasing your industry engagement, and maintaining a polished LinkedIn profile, you can leverage your social media presence as a valuable tool for career growth. A strong online presence showcases your professionalism, expertise, and personality, making you a more attractive candidate.

Ultimately, hiring managers seek a well-rounded individual who aligns with their company's culture. Take control of your digital reputation and ensure it works in your favor.



FOLLOW **AGCAREERS** ON SOCIALS FOR MORE TIPS!



EXPLORE EDUCATION OPPORTUNITIES ON **AG**Careers.com



EDUCATION PARTNERS



AGRICULTURE SCHOOLS



SCHOLARSHIP PROGRAMS



EDUCATION PROFILES



CAREER PROFILES

Investing in education and training within the agriculture and food sectors offers benefits that ripple from the field to the global community.

Whether you're considering agricultural studies, scholarships, or new career paths, you'll find essential links and connections in the Agriculture Education portal on AgCareers.com.

Explore ongoing education opportunities and let AgCareers guide you every step of the way.



**SCAN TO LEARN
MORE ABOUT OUR
OPPORTUNITIES**





**SOUTH DAKOTA
STATE UNIVERSITY**
Department of Dairy and Food Science



FIND YOUR PURPOSE, FEEDING THE WORLD

Studying the science of food, especially dairy-based foods, leads to exciting, lucrative, and diverse career opportunities around the WORLD. Engineering, chemistry, microbiology, nutrition, psychology, veterinary medicine, and communication are relevant interests applicable to our highly sought out academic degrees in dairy manufacturing, food science, and dairy production.

Career Opportunities

- Food Safety Specialist
- Production Supervisor/Manager
- Research and Development of New Foods
- Marketing and Communications
- Sensory or Flavor Scientist
- Quality Assurance Technician

State-of-the-art **Davis Dairy Plant** offers full industry experience and hands-on learning.

Earn a **dairy manufacturing degree** to support your own creamery.

Over **\$165,000** in department scholarships awarded annually.



**2025 2nd Place Dairy Products
Collegiate Team at Nationals**



In-state tuition rates apply: WI, IL, IA, KS, NE, MN, MO, MT, WY, ND and CO.

 [SDState Department of Dairy and Food Science](#)

 [sdstate_dairyandfoodscience](#)

 [sdstate.edu/ds](#)  605-688-4117

**Scan to meet Sadie (above)
a Food Science Jackrabbit
in our department, making
SDSU's famous ice cream!**



WT ONLINE Master of Agriculture



Lead the Field– 100% Online

- Courses are 100% online, asynchronous
- No GRE required for admission
- 36-Hour Non-Thesis program
- Complete in two years
- Advanced training in:
Agronomy, Animal Science, Communication,
Leadership, Strategic Management, and
Systems Agriculture

SCAN THE QR CODE
TO LEARN MORE!



WT WEST TEXAS A&M
UNIVERSITY™



Colby Community College



At CCC we offer several academic pathways to pursue a career in agriculture through two-year transfer, two-year applied science, and one-year certificate opportunities. CCC also has active co-curricular activities that offer scholarships for qualifying students.

Co-curriculars offered in the Agriculture Department include the Equestrian Team, Livestock Judging Team, Rodeo Team, Student Vet Nursing Association, and Collegiate Farm Bureau Chapter.



Learn more at colbycc.edu
Or Find us on Facebook
@ Colby Agriculture

SCAN ME



Degrees Offered

Agri-Business/Agriculture
Economics
Agricultural Education
Animal Science
Pre-Veterinary Medicine
Beef Cattle Science
Beef Management
Beef Production

Equine Science
Horse Production and Management
Veterinary Nursing
Certificates Offered
Feedlot Certificate
Veterinary Office Assistant



**NORTH CAROLINA AGRICULTURAL
AND TECHNICAL STATE UNIVERSITY**

*AGRICULTURE AND ENVIRONMENTAL
SCIENCES*

WHERE SCIENCE MEETS SOCIETY.



**Nation's top producer of diverse
agriculturalists***



**Leader in animal science,
agribusiness, applied economics
and agricultural education**



**4,465 small-scale producers
improved crop production, farm
management, and value-added
enterprises last year****



Learn more:



*Diverse Issues in Higher Education magazine

**N.C. Cooperative Extension Reporting System

www.ncat.edu/caes/

North Carolina Agricultural and Technical State University (N.C. A&T) is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award baccalaureate, master's and doctoral degrees. | N.C. A&T does not discriminate against any person on the basis of age, color, disability, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, veteran status, or any other basis protected by law. | N.C. A&T is an AA/EEO and ADA compliant institution.

YOUR SPEED, YOUR DEGREE, *YOUR FUTURE*



COLLEGE OF AGRICULTURE
AND LIFE SCIENCES
VIRGINIA TECH

MASTER OF AGRICULTURAL AND LIFE SCIENCES

Advance your career with Virginia Tech's Online Master of Agricultural and Life Sciences- designed for working professionals like you. Learn at your own pace with the flexibility of online courses taught by world-renowned Virginia Tech faculty.

8 Concentrations to Match Your Career Goals:



Agribusiness



Applied Animal Behavior and Welfare



Applied Nutrition and Physical Activity



Education



Environmental Science



Food Safety and Biosecurity



Leadership Studies



Plant Science and Pest Management



Check out our website
for more information.

Contact us:
OMALS@VT.EDU

Follow us on social media:



[vtomals](#)



[Virginia Tech OMALS Program](#)



[vtomals](#)

We're not your average MBA.

Online. On Purpose. **Business Focus.**

Kansas State University's Master of Agribusiness program is an online, business-focused master's degree tailored to animal health, food and agribusiness professionals.

See for yourself how this flexible program provides students with a career competitive advantage and endless networking opportunities with industry professionals.

Schedule an advising appointment to learn more.

KANSAS STATE
Master of Agribusiness



mab.ksu.edu

FAST TRACK YOUR CAREER

Set Up Your Complimentary Account on

AGCareers.com



Personalized Job Recommendations

Save job preferences & receive personalized job recommendations based on your profile.



Secure and Organized

Keep all the applications, resumes and cover letters in one place and ready to use.



Saved Job Searches

Save job searches and get notified when new matching jobs are posted to the board.



Resume Management

Upload and store multiple versions of your resume, making it easy to apply to jobs on the board without having to reupload each time.



Application Tracking

Track the status of your job applications and receive updates on next steps.



Quick Apply

Save time and effort by using a pre-filled application form, which auto-populates your personal and professional information.

SET UP YOUR ACCOUNT TODAY!





AGCareers.com

FEED YOUR FUTURE SCHOLARSHIP

Feeding the World with Talent

AgCareers will award \$1,000 scholarships to one U.S. and one Canadian student currently enrolled in a post-secondary education program.

This scholarship provides financial assistance to students studying agriculture or intending to pursue a career in agriculture.

Applicants must have at least one semester remaining in their program after 2025 and submit the online form by November 17, 2025.

2024 WINNERS!

Gabryele Carter



University of
Kentucky

Ethan Ringelberg



Conestoga College



SCAN TO
LEARN MORE
& APPLY

#FEED YOUR FUTURE

No matter what your passion is, there's a career for everyone in food—and we're here to help you find it!



Over 100+ Episodes & Thousands of Listens!

- Conversations with industry leaders, innovators & rising stars
- Discover career journeys from farm to fork
- Available wherever you get your podcasts:   

FoodGrads

Explore career paths, in-demand skills, and real opportunities in the food & beverage processing industry.

View our FREE Career eBooks Today



TALENT
SOLUTIONS
TEAM

 FoodGrads

AG
careers.com

De Lacy
executive
recruitment