

Title:	General Manager
Position Summary:	The general manager position oversees the company's processes and operations from a strategic perspective. The general manager shall manage the affairs of the cooperative so as to inspire membership loyalty and confidence on the part of both members and others outside of the cooperative. The general manager is charged with directing the entire company's employees and managers in a way that motivates them to meet the goals of the company. Responsibilities include developing procedures and policies, maintaining company budgets and collaborations with management to guide them in the direction to meet company goals.
Success Criteria:	<ul style="list-style-type: none"> • Business plans are in place. • Goals and metrics are established and communicated. • Increased overall profitability. • Initiatives to increase revenue and improve operations are identified and implemented. • Employees are focused on the success of United Ag as a whole as opposed to the success of an individual location or division.
Primary Responsibilities:	<p>Business Operations</p> <ul style="list-style-type: none"> • Lead the business planning process. • Provide leadership on issues facing United Ag. • Ensure strategic initiatives are developed and implemented. • Analyze and report on strategic initiative progress achievements and or gaps. • Increase profitability through identifying and implementing revenue streams and continuous improvement initiatives. • Provide guidance on overall financial health and operations. • Evaluate and recommend optimal operations for financial performance. • Identify strategic projects to grow business. • Follow the policies established by the board of directors. <p>Leadership Expectations</p> <ul style="list-style-type: none"> • Act in accordance with cooperative values. • Lead by example. • Build trust with your team, within United Ag and with your customers and communities. • Apply policies consistently and equitably. • Make time for and listen to your employees, members and customers. • Get to know your employees as whole people. • Recognize and praise employees. • Coach and mentor employees. • Provide feedback. • Understand and communicate business, structure, goals, and strategies with your team. • Communicate expectations with your team. • Hold yourself and your team accountable for meeting expectations. • Take ownership of the performance of your team. • Have tough conversations with your team.

	<ul style="list-style-type: none"> • Encourage your team to share ideas. • Develop employees. • Consistently identify and recruit candidates. • Provide opportunities for employees to grow and develop. • Identify talent and grow talent within United Ag. • Anticipating and identifying opportunities to change. • Lead and facilitate change.
Requirements:	<ul style="list-style-type: none"> • Bachelor's Degree in Business Management, Agriculture or related field. • Minimum 5 years' experience successfully working in managerial role. • Keen strategic thinking and business planning. • Experience and in-depth knowledge of agriculture industry. • General understanding of finance and accounting practices. • Ability to motivate and lead a group of employees. • Technologically proficient.