



JOB DESCRIPTION

President and CEO

Summary

The President/CEO position leads the organization's efforts to maximize financial return to shareholders, advancing the cooperatives mission, and positioning the organization for long-term success in the domestic sugar market. Accountable to the Board of Directors, this individual will provide collaborative and visionary leadership rooted in cooperative principles. The CEO will represent the cooperative in fostering strong relationships with employees, shareholder/growers, industry partners and the communities in which it operates.

Essential Job Duties

- In partnership with the Executive Leadership Team, architect and execute the cooperative's strategic vision and annual plan to maximize shareholder/grower return and ensure a sustainable future for the cooperative
- Ensure the cooperative operates with the highest level of integrity, in full compliance with its bylaws, applicable laws, and regulations
- Cultivate a strong organizational culture that promotes visionary thinking, teamwork, and accountability.
- Provide strategic leadership to their teams in the development and implementation of value-added alliances/partnerships to optimize company operations and market position
- Lead through change, foster innovation, and build a high performing, engaged leadership team
- Create an atmosphere that encourages and promotes visionary thinking, teamwork and open communication to support a high level of productivity and morale
- Influences sugar import and pricing policies through active participation in industry government relation efforts
- Provides for the long-term success of growers by planning investment in plant equipment and facilities
- Assures timely and accurate communications with the Board of Directors and as appropriate with growers, of information necessary for their business decision making
- Protects grower investments by monitoring subsidiary operations and by researching business opportunities that could add revenue to the Cooperative
- Attracts and retains a well-trained workforce by guiding positive employee relations and training
- Responsible for the overall development of competencies in the Cooperative leadership team
- Drives innovation in the cooperative including automating processes, and by promoting the planning, development and implementation of proper training tools that cultivate the proper training of resources.
- Is a member of the Board and Executive Committee of the cooperatives marketing organizations of United Sugars and Midwest Agri Commodities
- Represents the cooperative on sugar industry associations as a Director or Trustee of The Sugar Association and The United States Beet Sugar Association respectively
- Other duties as required by the business
- Adhere to all company policies and all safety, food safety, feed safety, and sanitation rules and programs

Qualifications

- BS Degree in Business related area, preferably an MBA
- 10 plus years of experience in senior leadership for an agricultural related business
- Fluent knowledge of world sugar markets and trends
- Strong financial background and experience
- Strong verbal, written and presentation skills
- People leadership expertise and experience
- Organized with excellent time management skills
- Ability to communicate effectively and work cohesively with employees at all levels
- Strong leadership skills
- Strategic thinking skills
- Sugar industry expertise
- Ethical conduct
- Strong financial acumen
- Interpersonal skills

Physical Demands and Expectation

- Able to bend and lift up to 50 pounds.
- Able to climb stairs
- Able to sit for extended periods of time