



PIONEER®
A DUPONT BUSINESS

Pioneer Hi-Bred Employment Opportunities

Soybean Research Intern (multiple positions & locations available)

Job Description: The Intern is an integral part of a team committed to developing maturity group 0-II soybean varieties for high yield, as well as, herbicide, disease, and pest resistance.

The internship starts May 2010 and ends December 2010.

Duties/Responsibilities: Responsibilities include: planting, data collection/entry, plot maintenance, pollination, leaf punch and disease inoculation to test for resistance. Supervision of temporary employees is expected. Responsibilities will consist of combine operation, note taking, and rating individual plots for various agronomic traits. Post harvest duties include: threshing plants and assisting with seed packaging to meet nursery turn and planting deadlines.

Educational Qualifications Desired: Bachelor's degree or pursuing a Bachelor degree in agriculture or related field.

Competencies and Experience Desired: Ability to operate field equipment preferred. Agriculture major and research experience preferred, but not required. Computer skills (Excel, Access, and electronic data collection) are a plus. Good English communication and interpersonal skills are necessary. Candidate should be able to work independently or with a team. Must be able to work with a culturally diverse team in a fast changing and flexible environment.

To apply: www.pioneer.com/careers

Maize Product Development Research Intern (multiple positions & locations available)

Job Description: The Maize Product Development research intern program is designed to give broad based exposure to the day-to-day activities of a research program. Interns in the program will be expected to participate in all aspects of the research centers activities

including planting, plot maintenance, data collection, harvesting and could travel to other locations to help on specific field related tasks.

In addition, each intern may be expected to have a small research program that they will present at the conclusion of the internship.

Position duration is May to August 2010.

Duties/Responsibilities: The individual will be involved with field plot research, planting, plot establishment and maintenance, organizing and completing pollination, harvesting and analyzing samples and data collection of traits important to a corn breeding program.

A key component of the position will be the collection of high quality data on specific traits of economic importance. The individual will be expected to travel to other locations as part of the data collection process. Overnight and/or multiple overnight stays will be required.

As part of the program, the individual will be expected to lead groups of co-workers to complete required tasks.

Educational Qualifications Desired: College sophomore standing or above, majoring in Agronomy, Plant Physiology, Plant Pathology, Genetics, or a related field. Farm background beneficial.

Competencies and Experience Desired: Individual must display a high degree of self-motivation, self initiative and ability to work well with others. Good communication and interpersonal skills along with strong computer aptitude are essential.

To apply: www.pioneer.com/careers

Agronomy Trial Internship (10466BR – Kansas & 10467BR - Nebraska)

Job Description: Implement Agronomy Trials. Collect and log data from Agronomy Trials and research plots to enhance product characterization and evaluation of agronomic practices and inputs. Assist with organization and analysis of results. This position will compliment your formal education by experiencing a broad overview of opportunities in the seed industry. Contribute to bringing innovative products and practices to our customers. Build interpersonal and communication skills while working closely with research, sales and customers. Enhance and develop your skills through practical and meaningful experience while collecting data and information related to field trials. Gain experience in independently managing your time and priorities, and make decisions to meet your goals.

This position will be 3-months approximately from mid-May until the end of August.

Duties/Responsibilities: Interact closely with sales, agronomy and research staff in organizing field plot observation process. Observe agronomy trials in on-farm trials, monitor sites for disease and pest infestations and produce appropriate reports of observations and collect samples for analysis. Attend and assist with educational meetings, research center activities. Safe operation of Pioneer vehicle while travelling extensively to plot locations in the assigned area.

Educational Qualifications Desired: Applicant should be pursuing a degree in agriculture or related field, e.g. Agronomy, Plant Science, Biological Science, Seed Science or Environmental Studies. Completion of 1st year or above.

Competencies and Experience Desired: Individual must display a high degree of self-motivation and self-initiative and ability to work well with others. Must be able to manage time and priorities effectively. Good communication and interpersonal skills are required. Computer aptitude is essential. Valid driver's license and good driving record required.

To apply: www.pioneer.com/careers Submit to job 10466BR and/or 10467BR

Research Associate - Operations (10921BR – Waimea, HI)

Job Description: The purpose of this position is to manage the tissue sampling process at the Waimea Research Center. Ensure quality control/quality assurance of sampling requests while initiating actions within standard procedures.

Duties/Responsibilities: Intermediate and long-term planning: Communication with various project leaders to determine short and long-term sampling needs. Develop sampling strategies and determine resource needs to meet the sampling targets for the site. Communicate sampling plans in a timely fashion to project leaders and operations team.

Preparation and setup of sampling: Communicate near-term sampling plans to project leaders. Responsible for ensuring sampling supplies are available, labels and tags are printed, racks are ready for use and media prepared.

Organize and supervise full time and temporary seasonal crews of samplers to ensure work is performed in safe and efficient manner. Ensure crews are available and properly trained, protocols for tagging and sampling are available and followed.

Sample preparation and shipping of samples includes: Prepare samples for shipment to match the protocol for the desired test. Ensure samples are properly identified, shipped in a timely fashion in accordance with all internal and external regulations and arrive at destination in appropriate condition. All other duties as needed.

Educational Qualifications Desired: Bachelors degree in agriculture or scientific related field and minimum of 2 to 4 years of industry related experience, or equivalent amounts of relevant education and experience.

Competencies and Experience Desired: Proven record of managing complex tasks with multiple reports. Experience managing multiple people. Agricultural experience helpful. Job duties require a significant percentage of work to be done outdoors and in a tropical environment. May be required to do physical lifting and work in varying ergonomic environments.

Strong communication skills (oral and written) with close attention to detail. Must be able to work with a culturally diverse team in a fast changing and flexible environment. Proficient in MS Office applications, database applications as well as manage details of medium and high throughput processes. Must possess a valid driver's license.

To apply: www.pioneer.com/careers Submit to job 10921BR

Research Associate – Genetics Nursery (10879BR – Waimea, HI)

Job Description: The Research Associate conducts day-to-day Hawaii Genetics Nursery field activities, as well as supports key electronic note taking and record keeping, assures regulatory compliance, and works as part of an integrated team within the Hawaii research center.

Duties/Responsibilities: Organizes, supervises and engages with team members in planting, tagging, spraying, sampling, field observations, note-taking related to event selection, electronic record keeping, pollinating, and preliminary data analysis.

Organizes, supervises and engages with team members in harvesting, sorting, shelling, and turning of nurseries to enable three or more complete cycles of corn to be grown each year.

Continually monitors development of plants in the nursery, distinguishes genetic vs. environmental effects, highlights key observations for mainland collaborators, and reviews results at harvest to identify early generation event selection and germplasm development opportunities. Obtains consistent seed production and data collection results facilitating precise event evaluation.

Communicates regularly with the Genetics Nursery team and supervisors on matters of relevance, and supports other research center activities as needed. Promotes positive work attitudes and harmonious relations. Supervises work of temporary employees ensuring work is performed in a safe and efficient manner in accordance with specified research protocols, provide training and feedback.

Educational Qualifications Desired: Bachelors degree in plant breeding, genetics, or related plant science field and 2 to 4 years industry related experience or equivalent levels of relevant education and experience. May have Masters degree but not required.

Competencies and Experience Desired: Four years related field research experience. Valid driver's license. Ability to obtain a commercial applicator's license for restricted use pesticides. Ability to bend, reach, and lift repetitively. Much of the work is outside, where ground may be uneven; heat, sun and wind exposure may be fatiguing.

Capacity to become computer competent utilizing handhelds, PCs, and internal programs; ability to work and effectively communicate cross culturally and across disciplines; ability to work as a strong team member, as part of a larger integrated and diverse location team, as well as independently when needed; excellent written and verbal communication skills; organization and time management skills to handle multiple tasks and priorities.

Experience in tropical agriculture desirable, but not required.

To apply: www.pioneer.com/careers Submit to job 10879BR

Research Assistant – Shipping/Seed Handling (10875BR – Waimea, HI)

Job Description: The Research Assistant shall assist the Research Associate in the day-to-day shipping, seed drying and fumigation activities. The Research Assistant shall handle and keep records of shipping paperwork. The Research Assistant shall manage shipping software like World Wide Shipping (WWS), Pioneer Research Information System (PRISM), and Seed Sample Tracking System (SSTS). This position shall support the outgoing and incoming shipping processes in addition to the drying, and fumigation processes. This position shall also be trained and serve as a back up for all seed processing areas.

Duties/Responsibilities: Handle outgoing shipping processes: Keep active communication with supervisor and with shipping contacts (internal and external). Keep track of shipments and seed elements ID by using WWS, PRISM, and SSTS. Keep active written and verbal communication with all parts involve on shipping. Handle outgoing shipping paperwork.

Handle incoming shipping processes: Perform incoming materials distribution by keeping effective written and verbal communication with internal and external users. Serve as a bridge between incoming shipping and inventories management area. Keep incoming shipping records. Handle incoming shipping paperwork.

Assist with seed fumigation: Keep fumigation data for internal and EPA records. Keep material contact person informed about the status of the seed fumigation.

Assist with seed drying process: Keep record of seed moisture when needed. Keep internal communication about seed drying status

Provide support across projects as time permits: Assist other projects when appropriate. Assist with leaf punching activities. Become familiar with other crops grown at the location and understand similarities and differences between daily operations. Assist with operation of shelling equipment when necessary.

Keep a safe environment and culture: Maintain working area under appropriate sanitation conditions

Improve processes by applying lean and Kaizen principles. Keep safety trainings applied to seed handling area updated.

Educational Qualifications Desired: High school diploma and minimum of 2 to 4 years of related shipping experience or equivalent amount of relevant education and experience.

Competencies and Experience Desired: Excellent communication and organizational skills are required. Required computer skills include: knowledge of Word, Excel, Outlook, SSTS, Web browsing, PDA use and barcode database uploads. Ability to handle multiple and varied priorities. Valid driver's license is required. Ability to operate shipping and seed handling equipment is required.

To apply: www.pioneer.com/careers Submit to job 10875BR

Research Associate (multiple positions & locations available)

Job Description: Ensures the work location or group function efficiently by performing a variety of duties using a wide range of procedures when conducting experiments and analyzing data. Assembles and analyzes data of specific problems while initiating action within standard procedures.

Duties/Responsibilities: Conducts experiments, to completion, according to specific procedures, exercising independent judgment and discretion as appropriate. Maintains, organizes, and summarizes results of experiments. Operates equipment and assures equipment operates properly. May organize and supervise work of seasonal employees and occasionally regular employees.

Educational Qualifications Desired: Bachelors degree in agriculture or scientific related field and minimum of 0 to 2 years of industry related experience, or equivalent level of relevant education and experience.

Competencies and Experience Desired: Excellent verbal and written communication skills as well as math and computer skills. Broad theoretical grounding and understanding

in specialized or technical areas (i.e. chemistry, biology, engineering). May be required to do physical lifting and work in varying ergonomic environments.

To apply: www.pioneer.com/careers

Research Assistant (multiple positions & locations available)

Job Description: Under direct supervision, performs tasks to assist scientific personnel in general or routine field and/or laboratory operations. Perform tasks according to accepted methods and training prescribed by the work group.

Duties/Responsibilities: Using unique skills and procedures, ensures that all material necessary for conducting laboratory or field experiments is prepared properly and on time. Assists with tasks such as cleaning, handling, packaging and storing field or laboratory material.

Educational Qualifications Desired: High school diploma and 0 to 2 years of related experience required. Technical Associate's degree preferred or equivalent amounts of relevant experience.

Competencies and Experience Desired: 1 to 2 years experience operating laboratory and/or farm equipment preferred. Ability to perform physical labor.

To apply: www.pioneer.com/careers

Agronomy Management Trainee (10767BR -Wahpeton, ND & 11008BR – Plainview, TX)

Job Description: The Agronomy Management Trainee Program is designed to prepare participants for future management positions within Pioneer. The Agronomy Management Trainee will participate in rotational work assignments while contributing to the success of the business. These work assignments may include: Sales, Marketing, Sales Training and Development, Research, Production, and Supply Chain. Assignments will also relate to seed production and will have responsibilities including but not limited to grower relations, contracting, parent seed allocation, field inspections, harvest, bin sampling, receiving, conditioning, packaging, warehousing and distribution. The Agronomy Management Trainee will manage and coordinate assigned projects according to the needs of the Business Unit or Location. Must be willing to relocate as necessary.

Duties/Responsibilities: The position is a learning position targeted towards new graduates intended to develop future field agronomy employees.

The intended time frame for a participant in the program is 18 months - 30 months.

Incumbent will learn from a Pioneer professional, typically a Plant Manager, with exposure to Field Sales Leadership as well. You will also learn about other areas of the company such as sales, marketing, seed quality, and data management through formal programs and work projects.

The position is responsible for managing and successfully completing assigned projects by developing project plans, working within budgets, enlisting and coordinating the work of other employees, and ensuring satisfactory project completion. Trainee will learn to differentiate products and services and build relationships with local growers. May also assist sales reps, dealers, distributors, and retailers with problem solving, using each situation as an opportunity to learn and understand the business. Build and maintain relationships with sales management, support groups, other Pioneer business units, and customers.

Develop and maintain a thorough knowledge of Pioneer organization, products and services. Learn and understand customer needs and provide feedback up and down the organization. Continue to develop professionally by remaining current with new technologies and management innovations.

Educational Qualifications Desired: Minimum of Bachelor's degree in Agriculture, Agronomy, Business, Marketing, or related field with a broad interest in the agriculture industry.

Competencies and Experience Desired: Related work experiences or internships; 0 – 2 years.

Strong communication skills (oral and written), teamwork, and leadership skills. Strong computer and analytical skills and understanding of computer technology.

Willingness to learn all aspects of seed production.

Build/maintain strong relationships with customers, key industry/market influencers, business partners and teammates and to work effectively within a team environment. Lead and influence teams/projects and coach individuals in accomplishing defined objectives/goals. Understand the needs and values of partners and customers and to develop solutions to satisfy/retain. Get results by taking initiative, overcoming obstacles & finding creative solutions. Effectively coordinate and complete multiple projects simultaneously. Work independently with minimum supervision and operate within budget.

Work in and adapt to a rapidly changing business environment. Learn and accept coaching. Present ideas effectively to individuals and groups.

Ability to work 50 percent of time in field/plant environment, have limited exposure to chemicals, dust, noise, and temperature variation. Moderate lifting is involved, 50 – 100

lbs. Ability to walk fields, climb, work long hours during peak seasons. Willingness to rotate between work assignments (this may include geographical moves).

If interested, please apply online at www.pioneer.com/careers
Submit to jobs 10767BR and/or 11008BR