Position Specification

MORROW COUNTY GRAIN GROWERS, INC.

Chief Executive Officer/General Manager

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THE COMPANY

Morrow County Grain Growers (www.mcgg.net) is a prominent Pacific Northwest marketing and farm supply cooperative. It was founded in 1930 and provides grain storage, bulk fuel and propane to over 600 members. Its 70 full time employees serve 7 counties in north central Oregon, and Klickitat County in Washington, with its Farm Equipment dealership and its Agronomy department. The Energy department serves 5 counties in Oregon. Grain comes to its Hogue Warner Elevator (HWE) from as far away as the state of Idaho. HWE is strategically located, making it a terminal of choice for trucks needing a back haul of grain out of the Boise Valley area. The company also is in the early stages of a construction project that will add a shuttle train loader/un-loader at its Boardman, Oregon grain elevator and barge facility. MCGG’s scope of services includes sales, parts and service departments to attend to member farm equipment needs. Agronomy services include crop nutrients, seed, and crop protection. MCGG also operates two Napa stores located in the Lexington and Wasco, Oregon communities.

The current CEO/General Manager is retiring after 39 years with the cooperative thus necessitating filling his position.

POSITION

MCGG is seeking a Chief Executive Officer (CEO/General Manager). The CEO/General Manager reports to a 9-member board of directors plus three associate directors.

Essential duties and responsibilities of this “hands-on” position include performing the following personally or through the cooperative’s managers and staff.

- Plans, develops, and establishes policies and objectives of the corporation and its subsidiaries including supervising day-to-day operations in accordance with Board directives and the organization’s By-Laws to encourage the growth and stability of the corporation and the provision of a safe working environment for employees and customers.

- Strives to optimize the working relationship between the position and the Board of Directors.

- Participates in professional development programs to enhance professional expertise in executing the duties and responsibilities of the position.

- Participates in industry and association meetings as appropriate to stay abreast of trends impacting the corporation’s business activities.

- Confers with the board, management, and staff of the corporation’s departments to plan strategic and business objectives, to develop organizational policies, to coordinate functions and operations, and to establish responsibilities and procedures for attaining objectives.

- Reviews and discusses financial statements with the Board of Directors to evaluate progress and status in attaining objectives and revises objectives and plans as needed in accordance with current and anticipated conditions.

- Oversees and coordinates communications with the board, members, management, staff, customers, and the general public.
- Oversees orders for and execution of the purchase and/or sales of grain from members and non-members and verification of transaction accuracy.

- Oversees contact with firms/individuals to execute orders. May complete transactions independently of staff.
Directs and coordinates formulation of financial programs to provide funding for new or continuing operations including establishing the annual operating and capital expenditure budget, and financial and capital allocation plan to maximize returns on operations, business investments and to increase productivity.

Oversees company fiscal activities including reporting and audits and maintains the adequacy and soundness of the organization's financial structure.

Develops, negotiates, and maintains good working relationships with financial institutions.

Has total responsibility for assuring the protection and safekeeping of all equipment, machinery, products, records, staff, and profitability.

Ensures compliance with agronomy, grain, farm equipment, and farm supply industry regulations.

Employs, directs, coordinates, supervises, manages, and evaluates performance of management and staff of the cooperative. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws and may delegate selected supervisory responsibilities as deemed appropriate. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

Establishes and maintains a broad network of industry, legislative, regulatory, and key constituency contacts and retains professional resources including but not limited to attorneys, accountants, and business consultants to assist with performing essential duties and responsibilities.

Interfaces regularly with the company's affiliated business partners.

**IDEAL CANDIDATE**

The ideal candidate must possess a bachelor degree or ten years of equivalent experience and have ten or more years of senior leadership experience preferably as an executive manager. An MBA is highly desirable. The ideal candidate will have a strong background in sales, marketing, agri-business commodities and in farm services demonstrating a proven track record of execution. Hands-on experience with the cooperative business model and/or a producer owned organization is required. Must be well grounded in grain trading and/or agricultural commodities marketing techniques and practices.

He/she must be a strategic and creative thinker with solid analytical skills including the ability to evaluate cost analyses, pricing programs and operating margins. Solid talent management and team building skills are critical. This individual must be of impeccable character and integrity with an outstanding business reputation. Superior communication, negotiation and people skills are a must. The ideal candidate must demonstrate the ability to pro-actively interact with the company’s owner-members.

*Other important leadership requirements the successful candidate should possess include the following.*

- Ability to balance team and individual responsibilities; Contribute to building a positive team spirit; put success of team above own interests; Support the efforts of everyone to succeed.

- Actively interact, participate, and communicate with customers, sister cooperatives, lenders, suppliers, the local community, and other stakeholders in marketing and supplying MCGG's products and services.
• Motivate others to perform well; effectively influence actions and opinions of others in an ethical, respectful, and trustworthy manner.

• Develop workable implementation plans; build commitment and overcome resistance.

• Delegate work assignments; match the responsibility to the person; set expectations and monitor-delegated activities.

• Develop skills of subordinates and encourage personal and professional growth and advancement.

• Exhibit sound and accurate judgment and project a positive, can do attitude.

• Set and achieve visionary and challenging goals.

• Observe and enforce safety and security procedures.

• Adapt to changes in the work environment; manage competing demands; able to quickly change directions or method to best fit the situation at hand; able to deal with frequent change, delays, or unexpected events.

• Is passionate, articulate, accountable, and committed to the cooperative way of doing business on behalf of the co-op’s membership.

LOCATION

Corporate Offices - Lexington, Oregon

COMPENSATION

An attractive compensation package commensurate with the responsibility and significance of this position will be offered to the successful candidate.

CONTACT

Please submit a letter of interest and resume in Word or PDF format referencing MCGG CEO/General Manager to:

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