

Hy-Line International Management Trainee Program

Hy-Line International Management Trainee Program provides an unmatched opportunity to gain hands-on experience in multiple departments and functional areas within the organization. The Program is based out of Hy-Line's Dallas Center, Iowa operations, but also in conjunction with Hy-Line's affiliates. Throughout the Program, Trainees have the opportunity to discover personal strengths and career interests as they travel throughout the Hy-Line International divisions. Trainees will learn key and critical functions within the company as well as broad areas of the worldwide poultry industry.

The Hy-Line Management Trainee Program's aim is to develop leadership skills while the trainee applies their academic and prior work experiences in an actual work environment. Candidates with a desire to learn egg layer breeder production and personnel management skills and make critical decisions are encouraged to apply. With the Program's rotational assignments, candidates will get the broadest possible experience across major departmental functions to gain a strong understanding of Hy-Line operations, bird performance, and interact with company personnel. Structured training and on-the-job experience will immerse the Trainee in the business while preparing for a potential management role.

Management Trainee Program Specifics:

- a) The program consist of rotation within Hy-Line International departments
- b) The length of program is approximately one year
- c) The training will consist of an overview of each department and project based achievements
- d) External curriculum will be available to Trainee including human resources training, breeder production, and/or computer skills as needed
- e) Quarterly written reports and oral presentations to management staff with focus on bird production details and personnel management
- f) Final analysis report presented to department Managers and Hy-Line Executive team

Terms for Management Trainee program:

Eligibility: In order to be considered for the Management Trainee program, the applicant must meet following requirements:

- a) Bachelor's degree in animal sciences or related field
- b) Valid driver's license
- c) Completion of program application forms
- d) Flexibility with working schedule

Candidate Selection:

- a) Submitted applications will be reviewed by management staff
- b) Selected candidates will interview with management staff
- c) Final candidates will interview with management staff and Hy-Line Executive team

Pay structure for Trainee:

- a) Trainee will receive a salary and fulltime employee benefits

Completion of Program:

Upon successful completion of the Program the Trainee/Graduate will be assigned to the most appropriate and effective position within Hy-Line based on an overall assessment of the Company's needs and position availability, along with consideration for the Graduate's strengths and aspirations as developed during the course of the Program.

Program Details*:

- a) Program starts on _____ and will include the following (not in specific order):
 - b) Hatchery Department..... 12 weeks
 - c) Flock Service Department 12 weeks
 - d) Research Department..... 12 weeks
 - e) Logistics and Customer Service Department 4 weeks
 - f) Finance Department..... 4 weeks
 - g) Human Resources..... 4 weeks
 - h) Technical Services Department..... 4 weeks
 - i) Project(s) with targeted proposal, data analysis and summary..... TBD
 - j) External learning/training opportunities and coursework..... TBD
- e.g. US Poultry and Egg Hatchery Breeder Clinic, Iowa Egg Symposium, HR training sessions

*After each portion of the training program, the Trainee with prepare a written report and PowerPoint presentation covering the subjects learned and impact of the department on overall function of Hy-Line. Presentations are to focus on the process and employee management of each area, not the actual tasks completed (e.g. suggestions for improvement, role of department in achieving company objectives, key personal features learned while completing the tasks).

Required Reading During the Program:

Technical:

- Hy-Line International GP and PS and Commercial manuals
- Hy-Line International Technical Updates
- Broiler Breeder Production, S. Leeson 2000

Leadership:

TBD

Computer Program Mastery Expected:

Internal databases: CHIC and FLIP
Microsoft suite: Excel, PowerPoint, Word, Outlook

Final Report

At the conclusion of the program the Trainee will prepare a final written report and presentation summarizing the projects completed and discussion of leadership qualities it takes to manage a team and processes to achieve department objectives, focusing on challenges and opportunities in the workplace.

Position Title: Management Trainee
Department: Production/Research
Reports to: Management

Primary Function:

Gain knowledge of Hy-Line International Production and Research departments through practical experience. Attend to live chickens produced for research activities, hatching egg production, and shipment of day-old chicks while developing managerial expertise. Prepare and practice skills necessary to lead a team to achieve collaborative objectives.

Responsibilities/Duties:

- Develop a deep understanding of daily husbandry of poultry and facilities when caring for and tracking performance of pedigree and production flocks (e.g. feed, water, beak trimming, weighing, vaccination, bird handling, etc.)
- Operate hatchery equipment and understand egg setting, transfer, and chick processing
- Experience logistics and customer service related to flock and sales planning, order placement, instruction sheets, international health certificates and
- Understand processes for ordering, purchasing, and invoicing feed, supplies, and other materials
- Demonstrate teamwork across departments
- Complete written reports and oral presentations for management
- Organize small scale trial to display data collection analysis and communication of results to management
- Develop working knowledge and understanding of compliance with necessary regulatory components: OSHA, DNR, USDA NPIP, Bio-Security, and Welfare, and human resources regulations

Special knowledge, Skills, Licenses and Certifications Required:

- Bachelor's degree in poultry or animal science or related field
- Knowledge or hands on experience related to farm animals
- Ability to think analytically and solve complex problems individually and as part of a team
- Strong verbal and written communication skills
- Highly organized, detailed oriented, and the ability to analyze volumes of data
- Perform all duties and responsibilities in a timely and effective manner
- Ability to complete multiple tasks and high volumes of work
- Foster an atmosphere of teamwork and collaboration across departments
- Mature, professional attitude with the desire to continue learning
- Work variable shifts when required

Physical Requirements:

- Required to sit, stand, climb, and move about the facility
- Ability to lift 20 to 50 pounds of force occasionally
- Ability to lift 1 to 20 pounds of force constantly
- Ability to do repetitive tasks
- Required to work with live animals
- Company overnight travel may be required

**Management Trainee Program A
Hy-Line International**

Name: _____

Address: _____
 Street City/State Zip Code

Phone number: _____ E-mail address: _____

Application Requirements:

Hy-Line Hire Date: _____

Driver's License #: _____

Education Completion Date: _____

Flexibility to Work Schedule: YES NO

Complete a 2-5 page essay detailing the following questions:

- a) What social or scientific contributions can Hy-Line International bring to the worldwide poultry industry?
- b) What personal contributions can you bring to Hy-Line International through this program?
- c) Describe 2-3 personal goals that you will achieve through this program

Applicant signature:

Date:

If you are interested in applying for this opportunity please send your resume and requested documents that are outlined in the program to Human Resources department @ HumanResources@hyline.com