

AG HUMAN RESOURCES

AgCareers.com developed career profiles for high demand jobs in the agricultural industry. These career profiles are a helpful resource for students and job seekers to explore new roles in the industry, as well as for career educators.

College Recruiter

JOB OVERVIEW

- Hire top talent** into your company from targeted agricultural colleges & universities
- Design a campus recruitment plan** & determine core colleges
- Manage applicant flow** & interview qualified collegiate talent
- Remain involved in internship** planning and execution
- Plan & attend campus career fairs** and other events

JOB OUTLOOK



EDUCATION NEEDED

Bachelor's degree in human resources, business administration, agriculture, or a related degree

RECOMMENDED H.S. COURSES

Ag education, business and computer courses, English, government

TYPICAL EMPLOYERS

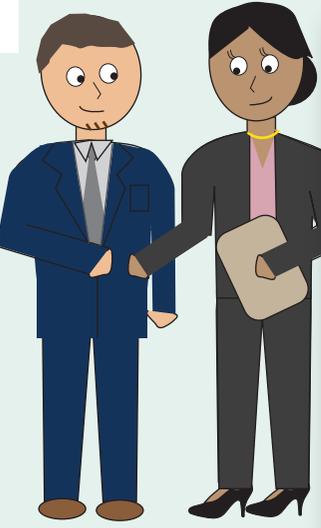
Medium to large-scale agricultural companies

Corporate Recruiter

JOB OVERVIEW

- Source, attract, and select talent** in collaboration with business partners
- Post jobs** for recruitment as needed
- Understand business requirements** for open positions
- Execute various forms of interviews** on a regular basis and track applicants' status through the process
- Conduct candidate reference & background checks**

JOB OUTLOOK



EDUCATION NEEDED

Bachelor's degree in human resources, business administration, agriculture, or a related degree

RECOMMENDED H.S. COURSES

Ag education, business and computer courses, English, government

TYPICAL EMPLOYERS

Variety of agricultural companies, businesses, cooperatives, and organizations

Human Resources Manager

JOB OVERVIEW

- Plan, direct, and coordinate** the administrative functions of an organization
- Oversee recruiting, interviewing, and hiring** of new staff
- Implement & support policies & practices** consistent with the philosophy of company
- Provide direction** to employees on all human resource-related policies and procedures
- Handle** dissolving employee conflict

JOB OUTLOOK



EDUCATION NEEDED

Bachelor's in human resources or other business-related degree; SHRM certification recommended

RECOMMENDED H.S. COURSES

Ag education, Spanish, accounting, statistics, mathematics, English, psychology

TYPICAL EMPLOYERS

Most medium to large-scale agricultural companies

Benefits Manager

JOB OVERVIEW

- Oversee & choose benefit programs** including retirement plans and health insurance
- Communicate** benefits rules and regulations to employees
- Prepare benefits budgets** & anticipate price changes
- Ensure the integrity of data** required for third party administrators including system audits and testing for new hires, terminations, status changes, etc.

JOB OUTLOOK



EDUCATION NEEDED

Bachelor's in human resources, finance, or business administration

RECOMMENDED H.S. COURSES

Ag education, personal finance, business courses, statistics, mathematics

TYPICAL EMPLOYERS

Medium to large-scale agricultural companies; smaller companies may have a person responsible for benefits along with other duties

Compensation Specialist

JOB OVERVIEW

- Support all aspects** of a company's compensation programs, processes & initiatives
- Assist in the implementation & administration** of base pay & incentive programs
- Participate** in salary surveys
- Write & update job family descriptions** & help with position reviews
- Prepare & process** annual variable pay & annual pay increases

JOB OUTLOOK



EDUCATION NEEDED

Associate's or bachelor's degree in human resources, finance, or a related field; CCP certification desired

RECOMMENDED H.S. COURSES

Ag education, computer and business courses, personal finance, mathematics

TYPICAL EMPLOYERS

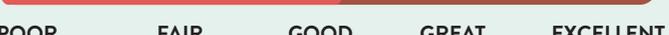
Medium to large-scale agricultural companies, government agencies & universities

Payroll Administrator

JOB OVERVIEW

- Support the payment of wages** to personnel
- Calculate** time sheets & records
- Assess deductions & additions** to salary entitlements
- Prepare banking requirements** for the timely payment of wages & superannuation
- Prepare forecasts & budgets** for salaries and wages for management reporting

JOB OUTLOOK



EDUCATION NEEDED

Associate's in accounting or business

RECOMMENDED H.S. COURSES

Ag education, personal finance, business and computer courses, mathematics

TYPICAL EMPLOYERS

This role is more common in medium and larger-sized companies, but all agricultural employers hire payroll administrators

PROFESSIONALS IN AG HUMAN RESOURCES CAN EXPECT TO EARN AN AVERAGE OF \$54,000 PER YEAR