

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

POOR FAIR GOOD GREAT EXCELLENT



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

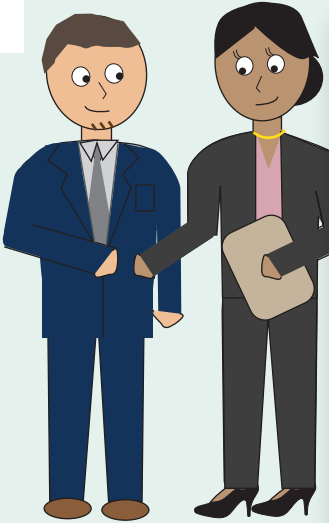
Understand business requirements for open positions

Execute various forms of interviews on a regular basis and track applicants' status through the process

Conduct candidate reference & background checks

JOB OUTLOOK

POOR FAIR GOOD GREAT EXCELLENT



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

POOR FAIR GOOD GREAT EXCELLENT



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

POOR FAIR GOOD GREAT EXCELLENT



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

POOR FAIR GOOD GREAT EXCELLENT



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

POOR FAIR GOOD GREAT EXCELLENT



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