



## **Hugoson Pork Inc: Cultural Integration & Training Specialist**

### **ROLE PROFILE SUMMARY:**

The cultural integration & training specialist is responsible for working with HPI immigrant employees (hereafter referred to as IE's) in two areas: culture immersion and workplace training. As a mentor in the area of local culture, this position will work with IE's in a wide array of personal areas to help them be successfully immersed within our community. As a trainer in the workplace, this position will be responsible for leading and motivating IE's in the sow unit, training them on the work tasks and overseeing their success through ongoing training and instruction. As a bilingual trainer, this position will also assist in translating with domestic staff as needed. This position involves working in an agricultural environment with hands-on interaction with livestock, regular structured routines, administrative duties, and extensive IE development and oversight.

### **DUTIES AND RESPONSIBILITIES IN THE WORKPLACE:**

- Actively communicate with upper management regarding training needs and instruction for IE's
- Ensure IE's understand and strictly comply with all bio-security protocols
- Provide daily leadership and direction to all IE's
- Reinforce compliance of all policies and procedures with IE's
- Conduct 1:1 meetings with IE's to communicate the goals and direction of the team, the farm and the company in alignment with upper management's vision and guidance
- Assist with translating and communication between IE's and peers/management as well as translating and communication between domestic labor ESL staff and peers/management
- Deliver frequent and well-timed informal feedback to develop optimal IE performance and an organizational culture that inspires the same
- Direct, coordinate, and train current IE's and newly hired IE's
- Provide recommendations to upper management regarding development opportunities for IE's on the farm and offer guidance to IE's to help them reach their personal and professional goals
- Comply with all company Standard Operating Procedures (SOPS)
- Ensure safety compliance by IE's at all sites
- Follow all safety rules and practices and encourage coworkers to do the same
- Hold IE's accountable for the care and cleanliness of the site
- Ensure safety equipment and procedures are provided and utilized by all IE's
- Promote a safe, professional, and positively motivating work environment
- Perform all other activities and responsibilities as defined by upper management

### **DUTIES AND RESPONSIBILITIES WITH THE IE HOUSING & IE PERSONAL NEEDS:**

- Ensure IE's understand and strictly comply with all housing rules and local and national laws
- Provide daily guidance to all IE's as it relates to their personal needs, this may include shopping, transportation, etc.
- Conduct bi-weekly meetings with new IE's (weekly or monthly with tenured IE's) in the housing facility to ensure their questions are answered and personal needs are being met

- Assist with translating and communication between IE's and public facilities they may frequent as needed
- Provide recommendations to owners on personal needs where IE's require more assistance or guidance to help them reach their personal and professional goals
- Ensure safety compliance by IE's within the housing facility
- Hold IE's accountable for the care, cleanliness and maintenance of the housing facility and any employer-owned vehicles
- Promote a safe, respectful, and positive home environment
- Bi-weekly walk-through of the housing facility to ensure everything is in working order, IE's are in compliance with housing rules and safety guidelines, etc.
- Assist with providing initial transportation to and from the airport, farm, social security office, driver's license bureau, grocery store, etc. until IE is able to transport themselves.
- Perform all other activities and responsibilities as defined by upper management

### **EDUCATIONAL REQUIREMENTS:**

- High School diploma

### **REQUIRED SKILLS & EXPERIENCE:**

- Fluent in both English and Spanish languages
- A minimum of 2 years sow unit experience (either farrowing or breeding, preferably both)
- Demonstrated ability to influence and lead others in positive way that aligns with company culture and values
- Extensive knowledge and experience within both the gestation/breeding and farrowing departments
- Requires exemplary problem-solving and communication skills
- Requires dedication, goal-oriented, motivation, and a positive attitude
- Possesses time-management skills, as well as the ability to adapt and function effectively in a fast paced, changing environment
- Display a high level of professionalism and confidentiality
- Ability to work successfully with limited supervision
- Ability to manage confrontational situations in a fair, consistent, and prompt manner
- Possess strong interpersonal and communication skills.
- Ability to maintain positive working relationships and support organizational processes and goals
- Must possess and maintain a valid driver's license and insurable driving record

**Respect and care for all animals is required.** The ideal candidate must also possess experience in creating a culture of respect and care for all animals throughout the farm system. Knowledge and enforcement of the latest industry biosecurity best practices must be observed and enforced throughout the farm operation. This includes daily showering in and out of facilities where animals are housed.

### **PHYSICAL DEMANDS:**

- Ability to work in noise levels that may require hearing protection
- Ability to stand, sit, walk, stoop, kneel, crouch for extended periods of time on varied surfaces

- Ability to reach with hands and arms, perform repetitive motions, climb over 4-foot gates
- Ability to manipulate (lift, carry, move) light to medium weights of up to 50 pounds with reasonable accommodation or assistance from another team member.
- Ability to work in a highly interruptive environment
- Must be capable of being on their feet for 10 hours
- Must possess ambulatory skills sufficient to move throughout the farm
- Must possess good hand-eye coordination, arm, hand and finger dexterity, including ability to grasp
- Willingness to travel

#### **BENEFITS & REWARDS OF THIS ROLE:**

This position provides a rewarding team atmosphere where hard-working and effective employees have the opportunity to advance the success of the farm and all of its employees. Positions offer competitive wages, benefits packages and regular performance and salary evaluations. This position enjoys the satisfaction and challenge of training and developing IE's and leading a team to achieve ambitious personal and professional goals.

*Preceding statements are intended to describe the general nature and level of work performed of this position. This list is not all-inclusive as additional duties may be assigned.*