

INTERNSHIP PROGRAM

Your Pathway to Production Management



Iowa Select Farms has more than 200 people who fill a variety of challenging and exciting roles within our production management team, many of whom were former interns that have experienced significant career growth in a full-time, on-farm management position.

From our multiplication and sow farms to our nursery and grow-finish operations, we're proud of our management team's dedication, their drive to continuously improve our production system and their commitment to responsibly producing safe, high quality pork.

While all of our managers have had their own unique timeline for growth and learning, Iowa Select Farms has helped them exponentially increase their job skills and develop into successful leaders, opening doors for upward mobility and career advancement.

Iowa Select Farms is looking for interns to join our summer internship program, that is designed to kick off an exciting career in pork production management. It is preferred that applicants are pursuing an animal-science, Ag studies, or a degree in a related field. Other qualities that we are looking for are teamwork, accountability for reaching performance goals, strong work ethic, and the desire to learn and understand operational aspects. Technology skills and leadership qualities are also needed to be successful within our system.

**TOP
WORK
PLACES**
2019

Des Moines Register

WE'RE A TOP WORKPLACE!

For the past five years, Iowa Select Farms has been ranked Top Workplace in Iowa by the Des Moines Register. Top Workplace awards are based solely on the results of employee survey feedback administered by Workplace Dynamics, a research firm specializing in organizational health and workplace improvement.

The survey measured several aspects of each workplace including organizational health and individual job satisfaction such as employee confidence in employer management and business strategy, company culture and appreciation of employee contributions to company success.



**Iowa Select Farms Production
Management Team**



Finishing Production Management Internship

Members of our finishing production management team work to oversee pig care and develop employees and contractors while holding themselves accountable for achieving specific performance goals. These positions include finishing and nursery farm managers, junior finishing supervisors, finishing supervisors, and assistant senior finishing supervisors.

The interns hired for the **Finishing Production Management Internship** will be paired with a finishing supervisor and should expect to learn all facets of this area of production, leaving this position with invaluable skills and industry knowledge.

Skills acquired during this internship:

- Principles of early pig care including behavioral observation and proper feed, water, and health programs
- Principles of ventilation including proper zone heating, air inlet control and air exchange
- Principles of weaned pig movements including animal handling, sorting by size and managing health pens
- Principles of feeder pig care including behavioral observation and proper feed, water, and health care programs
- Collaboration with the finishing and health services team on proper care and treatment programs
- Principles of marketing programs
- Employee/contractor management, personnel development and the importance of employee engagement

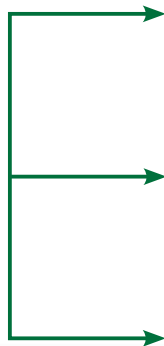


Pathway after this internship

Well over half of the interns who successfully complete the internship receive a full-time job offer and may have the opportunity to enter directly into the Production Leadership Program immediately upon hiring as a Finishing Supervisor or Farm Manager.

Finishing Intern pathway to Full-Time Employment

**FINISHING
PRODUCTION
MANAGEMENT
INTERN**



FINISHING SUPERVISOR

**PRODUCTION LEADERSHIP
PROGRAM ASSISTANT
FINISHING SUPERVISOR**

ANIMAL CARETAKER

Sow Production Internship

Members of our sow farm leadership teams work to oversee pig care and develop employees while holding themselves accountable for reaching specific performance goals. These positions are called sow farm managers, breeding and farrowing department heads, breeding and farrowing assistant department heads, new born pig specialist, and heat check/AI specialist.

The interns hired for the **Sow Production Internship** will join a sow farm leadership team and should expect to learn all facets of this area of production, leaving this position with invaluable skills and industry knowledge.

Skills acquired during this internship:

- Principles of breeding including body condition scoring, heat detection, artificial insemination and pregnancy checks
- Principles of farrowing and piglet care including cross-fostering, colostrum management, processing, vaccination and castration
- Monitoring and overseeing farm and equipment sanitation, supply usage/ ordering and production, recordkeeping
- Employee management, personnel development and the importance of employee engagement

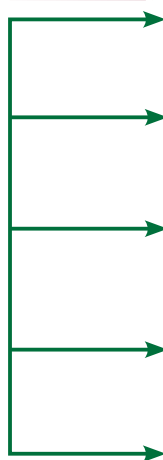
Pathway after this internship

Well over half of the interns who successfully complete this internship receive a full-time job offer for post-graduation and may have the opportunity to enter directly into the Production Leadership Program immediately upon hiring.



Sow Intern pathway to Full-Time Employment

SOW PRODUCTION MANAGEMENT INTERN



FARROWING OR BREEDING DEPARTMENT HEAD

PRODUCTION LEADERSHIP PROGRAM

FARROWING OR BREEDING ASSISTANT DEPARTMENT HEAD

NEWBORN PIG SPECIALIST, HEAT CHECK/AI SPECIALIST, OR GESTATION LEAD

ANIMAL CARETAKER



INTERNSHIP PROGRAM DETAILS

Iowa Select Farms encourages all students who are pursuing a 2- or 4-year degree in Animal Science, Ag Studies, Ag Production or related field and seriously considering a career in swine production management to apply for a spot in our Internship Program.

- Three-month summer internship or eight-week fall/spring internship
- Opportunity to apply for academic scholarship up to \$500
- All work locations in Iowa
- Internships available in sow and grow-finish production
- Housing provided at Ellsworth Community College in Iowa Falls, Iowa
 - Summer Internships only
- Paid internship
 - \$13/hr
- Potential college credit
 - Iowa Select Farms will work to accommodate collegiate requirements
- Days off at Adventureland and the Iowa State Fair
- Mandatory final presentation recapping internship experience for senior production leadership

PERSONAL AND PROFESSIONAL DEVELOPMENT

Summer interns have the opportunity to participate in personal and professional development opportunities with senior management including:

- Pork packing plant tour
- Feed mill tour
- Young Leader Panel
 - Hear from former interns and junior leaders at Iowa Select Farms who have experienced significant career growth in a short period of time
- Discussion with senior leaders around company experiences and opportunities
- Ride alongs to explore other areas of the company including Health Services, Production Well-Being, Transportation, GDU, Grow-Finish and Breed-to-Wean Production
- Fun intern vs. supervisor sports-related activities
 - Trap Shooting
 - Movie night
 - Dodgeball

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Since 1992