

**COBA**



Since 1946

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## **POSITION DESCRIPTION**

Title: Select Reproductive Solutions Specialist  
Status: Exempt  
Revised: May 2016

## **SUMMARY:**

The Select Reproductive Solutions (SRS) Specialist is responsible for working closely with dairymen and beef clients/customers to assist them in their efforts to improve the reproductive performance in herds. Another primary focus of this role is to support the reproductive services team and provide Artificial Insemination (AI) training to those performing AI functions. Additional duties include serving as a subject matter expert in provision of reproductive consulting utilizing Select RePRO analysis.

## **ESSENTIAL FUNCTIONS AND RESPONSIBILITIES:**

- Primarily responsible for being readily available to assist clients/customers, dairymen, and beef producers, in an effort to maintain and improve the reproductive performance of their herds. Overarching goal is to offer guidance and consultation to the client/customer regarding efficiently and effectively impregnating the herd, yielding an impressive return on their investment.
- This role will serve as another team member who is a subject matter expert on reproductive matters for COBA. Additionally, the SRS Specialist will identify issues and trouble-shoot reproductive matters as requested and/or needed.
- May occasionally meet with the clients/customer's veterinary team, cultivating strong working relationships.
- Provide Artificial Insemination (AI) training on-farm and through various AI schools. This role will also train and assist the Reproductive Services Client Managers (RSCM) with their AI skills and help them to develop and cultivate the business in their area/territory.
- Capable of providing monitoring and analysis of the reproductive performance of the herd. Regularly offer recommendations and suggestions to increase the percentage of successful pregnancies. Serve as an educated resource for reproductive, genetic information and related issues. Provides key expertise to clients/customers in support of overall herd development.
- The SRS Specialist is assigned a specific territory for the purposes of efficiency of travel and development of relationships with clients/customers. In addition, this role will be strategically geographically positioned to respond to pressing needs as well as be prepared and available to provide help and support in the assigned area/territory.

- Attend scheduled meetings with the area sales and service team, which are designed to be beneficial to the sales team and sales efforts of the cooperative. Attend other relevant management and staff meetings, providing information, and educational resources.
- Through constant study, analysis and research concerning bovine reproductive systems, the SRS Specialist serves as a trusted and informed advisor to the client/customer regarding their individual herds.
- Stay abreast of the latest information and skills involving reproductive matters—this includes, but is not limited to, attending all related Select Sires reproductive conferences.
- Provide service relief to the RSCMs and District Sales Manager's (DSM) route relief as requested and needed.
- Must review all Hazmat training materials and pass an examination every three years. Maintains Hazmat protocols as set forth by the company.
- Serve as point person for Select Sires reproductive management systems.

#### **QUALIFICATIONS:**

- Associates or Bachelor's degree in Animal Science, Agricultural Sciences or related field is desirable. Past proven experience in the field of Reproductive Management is also a preferred competency.
- Demonstrated previous consultancy experience is considered beneficial in achieving success in this role.
- Proficiency with various business software applications (email, MS Office products, and CRM systems) is critical and exposure to industry specific software such as Dairy Comp, PC Dart, or other dairy management programs or herd management applications is advantageous.
- Demonstrated ability to communicate, both verbally and in writing, with fellow employees, clients/customers, and external vendors in a professional, articulate, and respectful manner.
- The position requires a highly motivated and organized individual that is willing to diversify and multi-task. Detail oriented and organized with the ability to work with multiple clients/customers independently and within a team structure. Follow through and responsiveness is also critically important.
- Able to prioritize and regularly re-prioritize client/customer files based upon business demands in the midst of multiple requests from various entities. Possess a strong commitment to customer service and the adherence to deadlines and expected delivery dates.

- Essential to possess a passion and desire to continuously improve their skills and work productivity.
- Ability to converse in both English and Spanish is a highly valued skill. Minimal bilingual language skills are helpful in communicating with clients/customers and their staff.
- Comfort in working in a small company atmosphere at a fast pace. Additionally, this position requires self-initiative and receives little direct supervision.
- Serving in a customer advisory capacity, this role requires the possession and maintenance of a valid driver's license. In addition, the SRS Specialist must maintain a safe driving record and adhere to all company policies set forth regarding operating a motor vehicle in both a sales and service capacity.
- Physical requirements for this role shall include possessing the ability to bend, stoop, kneel, crouch, climb, lift, and carry up to 100 pounds on a regular and/or occasional basis.

*This position description is intended to be dynamic and subject to change. Position requirements and essential functions may be altered from time to time based upon the needs of the organization and department. This position may be required to execute special projects or other related duties on occasion.*