

Hot Opportunities

Precision Ag Specialist
 (Imperial, NE)
 Contact Rob
 (605) 428-6148

Asst. Location Mgr
 (Humboldt, IA)
 Contact Chris
 (605) 369-2110

Sales (Ag Equip)
 Eastern CO
 Contact Rob
 (605) 428-6148

Controller
 (Sioux Falls, SD)
 Contact Adam
 (605) 428-6153

Applicator
 (Ft. Dodge & Ames Area)
 Contact Chris
 (605) 369-2110

GM-Director of Reg. Sales
 (Ag Equipment)
 Dodge City/Garden City, KS
 Contact Rob
 (605) 428-6148

Agronomy Sales
 Mobridge, SD
 Contact Adam
 (605) 428-6153

Grain Marketing Mgr
 Northwest IA
 Contact Chris
 (605) 369-2110

Featured Opportunity

GM—Director of Regional Sales



COMPANY PROFILE:

As a powerhouse in the manufacturing industry, our client's presence is well known due to their commitment to quality, their outstanding customer satisfaction, and their wide variety of products. They are reliable and have provided excellent products for the agriculture industry for years, giving them a strong reputation of success. Now they are seeking to add a GM (Director of Regional Sales) to their team in the Dodge

City/Garden City, KS area.

WHAT THE COMPANY WILL OFFER YOU:

This company offers you the chance to work with other top-notch professionals, while bringing your ideas to the table which will be valued by the company with advancement opportunities for the right person. Additionally, you will be able to enjoy the stable and energized working environment. The company understands the value of their employees; therefore, this position

will start with a competitive base salary of \$70,000 +, with excellent bonus potential that has a strong possibility of hitting 6 figures annually in addition to a competitive benefits package. This business operation gives all of their employees financial security now and for their future, by minimizing their out-of-pocket costs with their benefits. Within this immense benefits package you will receive health, dental, excellent 401k options, disability, life, PTO, paid holidays and vacation, and more!

How To Handle Those Tough Interview Questions

If you have been unemployed or looking for a change, sooner or later you will be faced with those dreaded tough interview questions. Use the tips below to help you with your next interview.

Q. #1 Why were you laid

off for so long, how many others were laid off?

Hiring Manager (HM) is trying to determine a theme, or if they simply let second-string employees go including yourself. Respond: "I was a great employee who gave more

than a day's work for a day's pay."

Q. #2 If employed, how did you manage time for interviews?

Cont. page 3





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Continued Featured Opportunity

THE ROLE YOU WILL PLAY:

In this position you will be responsible for developing key relationships within your sales rep network to develop sales/product knowledge to your team. Manage and develop product marketing to maximize and meet sales goals. Be aware of any changes in the market and bring changes and recommendations to management. Grow awareness of the company and products by attending various trade shows to promote products. Maintain a high level of product knowledge in order to process appropriate proposals and recommendations to meet the customer's needs and ensure that all requirements are met in a timely manner. Work

with various departments to ensure customer needs are being met. Travel territory as needed. Participate in required management meetings.

COMMUNITY:

This beautiful and historic area boasts an attractive, clean and affordable place to live within a good-sized community or small rural area.

If you love to be outdoors, this is a great place for you, with so many different types of recreational opportunities you can partake in including hunting, horseback riding, fishing, boating, hiking, golfing, camping, biking, observing, ATVing, snowmobiling, and more.

Need something else to keep you busy? Seeking other events, entertainment, shopping, theatres, concerts and overall more things to do for young and old are right in your area.

This community is growing and expanding not only with opportuni-

ties, but also with expanding recreational areas such as new sporting facilities and much more!

This area is growing and offering more opportunities every day, overall this a great place for anyone to reside

BACKGROUND PROFILE:

7+ years of experience in sales and experience in the Agriculture Equipment industry. Bachelor's Degree in Business, Marketing, Ag Business, or equivalent degree.

Experience with Ag markets (selling and traveling).

Ability to manage a sales team.

Possess excellent communication skills and be a team player.

Ability to travel.

Contact **Rob Tiff** Executive Recruiting Consultants today to find out all the details

(605) 428-6148

or email

rob@ercjobs.com!



**HAPPY SAINT
PATRICK'S DAY!**



**May good luck go with you
wherever you go!**

Happy St. Patrick's Day!

From ERC Ag

Cont.

HM wants to find out if you are short-changing your current employer. Respond by saying you took personal time and place emphasis on your interest in this position.

Q#3 What bugs you about coworkers or bosses?

Don't fall into the trap. Suddenly develop a poor memory, reflect for a few seconds and say you can't recall a situation in particular; then compliment former bosses and coworkers.

Q#4 Can you describe how you solved a work or school problem?

Have something prepared, could be

If you don't have an answer, deflect a question by saying you don't know the answer and, as a careful worker, would prefer not to guess then ask to come back to it.

a time management issue that you solved to get a special assignment or something that resulted in achievement.

Q#5 Can you describe an instance where you messed

up?

The HM wants to know if you learned from your mistakes. Briefly mention a small, well-intentioned goof and follow it up with an important lesson learned from the experience.

Q #6 If you won the lottery, would you still work?

Sound ridiculous? Of course it

does, but it is another opportunity for the HM to question your motivation and work ethic. You can respond by stating you would be thrilled to win the lottery, who wouldn't be, but you still look for



meaningful work because meeting challenges makes you happy.

Find the full story and more questions at the link below:
<http://www.forbes.com/sites/jennagoudreau/2012/02/23/watch-out-ten-interview-questions-designed-to-trick-you/>

Organic or Not Organic?

What's all the talk about Organic Farming

Organic; it's almost impossible to make it through the day without hearing or reading the word. Whether organic farming is talked about in the small rural stores, on the news or an article in the paper, organic is the 'it' topic, right behind the weather of course that Midwest farmers can't escape.

So what does organic actually mean?

Joe Bennett, a recent keynote speaker at Iowa State University, has on his website,

www.cascadianfarm.com that organic is defined by, "the way agricultural products and foods are grown and processed." Iowa State University held its 11th Annual Organic Conference in November of 2011. The conference was held to help educate farmers, students and industrial representatives on the research done with organic farming.

Organic consumers and the demand for organic produce are on the rise. Are you one of the farmers considering making the transitional move to going all or-

ganic or are you content with not jumping on the organic band wagon? With 40% of Americans in 2005 now buying organic foods and beverages, up from the 19% in 2003 will the demand for organic production continue to grow or is it a fad that will fade to the backdrop once the mainstream media finds a new hot topic to focus its attention to?



“International trade of wheat contributed \$5.9 billion to the U.S. economy in the 2010 fiscal year, helping achieve our nation’s \$29.7 billion agricultural trade surplus.”



CONTACT OUR AG TEAM TODAY

Contact Info



Adam Myers
Account Executive
(605) 428-6153
Adam@ercjobs.com

Follow Me: 
REGIONS: Dakotas,
Minnesota, Nebraska,



Wade Adler
Search Consultant
(605) 428-6154
Wade@ercjobs.com

Follow Me: 
REGIONS: Dakotas,
Minnesota, Nebraska,
Kansas, Colorado

Dell Rapids, SD Office

108 W. 4th St. Suite
201

Dell Rapids, SD 57022
Main: (605) 428-6150
Fax: (605) 428-6151

Springfield, SD Office

P.O. Box 154
Springfield, SD 57062
Fax: (605) 369-2114



Rob Tiff
Account Executive
(605) 428-6148
Rob@ercjobs.com

Follow Me: 
REGIONS:
Midwest Ag Equipment



Chris Libis
Account Executive
(605) 369-2110
Chris@ercjobs.com

Follow Me: 
REGIONS:
Iowa/Midwest



Brock Tucker
Account Executive
(605) 369-2109
Brock@ercjobs.com

Follow Me: 
REGIONS:
Iowa/Midwest