

STUDENT CRITERIA

- Graduate of a business, agribusiness, international business, or supply chain degree program.
- Interest in international business, merchandising, and transportation.
- Exceptional communication and interpersonal skills.
- Strong sense of initiative with the ability to handle multiple priorities.
- Additional language skills such as French, Spanish, Mandarin, or other languages would be considered an asset.

At Richardson, we are committed to supporting employee professional development in the following ways:

- Mentoring and coaching.
- Funding for external education.
- Industry-specific seminars and workshops.

DEVELOPMENT PROGRAM

As a Merchandising & Transportation Development Program participant, you will be exposed to key supply chain functional areas within our business, including the opportunity to work in country operations at a Richardson Pioneer Ag Business Centre. These development areas will support the creation of a future career path for you within the company.

richardson.careers

BEGINNINGS ARE HAPPENING ALL ACROSS CANADA



◆ **HEAD OFFICE**
Winnipeg, MB
DIVISIONAL OFFICE
Regina, SK

AG BUSINESS CENTRES
British Columbia
Alberta
Saskatchewan
Manitoba

PORT TERMINALS
British Columbia
Ontario
Quebec

FOOD & INGREDIENTS
Alberta
Saskatchewan
Manitoba
Ontario

JOINT VENTURE TERMINAL
British Columbia

REGIONAL GRAIN MERCHANDISING
Quebec
Ontario

RICHARDSON FARMS
Bennett Farm
Richardson, SK
Kelburn Farm
Howden, MB

See where we work at richardson.ca/locations



Platinum member



RICHARDSON

Your Best Begins Here

MERCHANDISING & TRANSPORTATION
DEVELOPMENT PROGRAM

FIND YOUR BEGINNING AT RICHARDSON

The thing about beginnings is that we often don't know we are in one until we look back. At Richardson, we have over 160 years of beginnings to look back on as we have grown to become the leader that shapes Canada's agriculture industry.

We can promise you that once you start here, you will not stop. You are going to learn and be inspired by new places, people, and opportunities. If that is what you are looking for, there is a Richardson beginning waiting for you.

START WITH OUR MERCHANDISING & TRANSPORTATION DEVELOPMENT PROGRAM

Richardson's merchandising and transportation departments are responsible for:

- Sourcing Canadian-grown grains and oilseeds from Canadian farmers;
- Selling grains and oilseeds to customers in Canada, the United States, and around the world;
- Shipping grains and oilseeds by truck, rail, or marine vessel to domestic and international customers.

Richardson offers a multi-faceted development program with exposure to our grain handling and merchandising business to best position participants for future career growth.

Upon completion of the program, you will have the opportunity to grow and enhance your career with Richardson and will be well prepared to take on progressive responsibility in transportation and the merchandising of grain and oilseed commodities to customers around the world.

BUSINESS UNIT AREA	Supply Chain Functional Area Exposure			
	Logistics	Truck	Rail	Marine
Grain Handling, Merchandising, and Crop Inputs Retail <i>(54 full-service Ag Business Centres; 84+ retail locations; 7 export grain terminals; 3 corporate grain merchandising offices; and 3 international marketing offices in Hong Kong, Singapore and Switzerland)</i>	Administer and manage grain merchandising sales and purchase contracts. Manage customs requirements for importing crop inputs and exporting grains and oilseeds.	Coordinate the delivery of grain trucks to customers. Coordinate the delivery of fertilizer, chemical, and seed to crop input retail locations for sale to farmers to grow their crops. Identify backhaul opportunities to manage freight costs.	Coordinate the delivery of grain railcars from a network of country locations for onward shipping to end-use customers globally.	Administer and execute bulk grain merchandising sales by ocean cargo vessel at export port terminals to end-use customers globally.
Oat Milling <i>(5 facilities in Canada, U.S., and U.K.)</i>	Manage customs requirements for exporting oats.	Coordinate the delivery of trucks for inbound shipments of oats for processing. Ship food ingredients to end-use customers to incorporate into breakfast cereals and bars.	Coordinate the delivery of railcars for oats to milling plants. Develop sourcing plans to meet sales requirements.	
Oilseed Crushing and Refining <i>(2 facilities in Canada)</i>	Administer and manage oilseed product purchase and sale contracts. Manage customs requirements for exporting bulk canola oil and meal.	Coordinate the delivery of trucks for inbound shipments of canola seed to our oilseed plants. This seed will be crushed and refined and then further processed by our Food & Ingredients division or will be sold in bulk to customers.	Coordinate the delivery of railcars of bulk canola oil and meal from canola crushing plants to North American and overseas customers.	
Food & Ingredients Manufacturing <i>(3 facilities in Canada and U.S.)</i>	Manage customs requirements for importing ingredients and exporting canola-based finished products.	Coordinate the delivery of trucks for finished products such as margarines, cooking oils, and shortenings to end-use customers for retail, food service, and industrial bakeries.	Coordinate the delivery of railcars of inbound ingredients and outbound canola-based finished products.	
Skill Development Opportunities	Apply detail-oriented mindset to problem solving and further develop organizational skills. This program emphasizes practical application and use of Microsoft Excel and other technical systems.	Further develop verbal and written communication skills in working with trucking companies and Richardson locations. Frequent data analyses and exposure to negotiation of freight rates.	Utilize planning and organizational skills. Further develop verbal and written communication skills in working with railways and plants.	Further develop verbal and written communication skills in working with service providers, agencies, and terminal and vessel staff. Exposure to negotiating financial instruments.
Country Operations	As part of the program, you will participate in a country operations rotation at a grain handling elevator and crop inputs retail location to further enhance your overall understanding of our business.	You will gain practical, hands-on experience in: <ul style="list-style-type: none"> • The sale and delivery of seed, chemical, and fertilizer to grain farmers to help grow their crops; • The purchase of grain based on end-use customer requirements; • Assessing grain grades and blending opportunities; • Shipping to domestic and export customers. 		