

AGRICULTURAL COMMODITY GRADER II

This is grading work in the marketing of agricultural commodities with lead worker duties or grading a variety of commodities in the Marketing Division, North Carolina Department of Agriculture.

Employees perform in one of the following roles: grading in a poultry or shell egg plant performing the duties of a Grader I with responsibility for program coordination with plant management and completing required reports; grading a variety of grains (minimally 5) including request work away from a grain plant or on second shift; working as a lead worker over fruit and vegetable graders at a grading station or grading a variety of fruits and vegetables (15-25) at the Faison Auction Market; recruiting and training new employees for fruit and vegetable or peanut grading; working as a relief terminal market grader a small percentage of the time; or a closely related set of duties. Work requires a complete knowledge of grading in the area of assignment and the ability to communicate effectively with co-workers, plant management, and/or members of the commodity industry. Work is performed under the general supervision of a grading supervisor for accuracy and uniformity in applying grading standards and effective communications with new employees or plant management. Work may include other duties as assigned.

I. DIFFICULTY OF WORK:

Complexity - Work involves the sampling and grading of a variety of fruits and vegetables or grains, or working as a lead in the area of assignment with responsibilities in recruitment, training, coordination of work of temporary or seasonal help, and/or communications with co-workers or plant management. Duties may also include the calibration and maintenance of equipment, conducting sanitation and safety inspections, the maintenance of records, completion of certificates, forms, and reports as required by the North Carolina Department of Agriculture, the United States Department of Agriculture (USDA), and packers, shippers and receivers.

Guidelines - State and federal rules, regulations and grading standards are varied, but specific to the work being performed and can usually be applied in most work situations.

II. RESPONSIBILITY:

Accountability - Employees are responsible for sampling and grading a variety of commodities in an assigned program in accordance with applicable state and federal rules, regulations and standards, and/or for recruiting, training, or supervising temporary or seasonal help to ensure accuracy and uniformity in applying grading standards and effective communications.

Consequence of Action - Failure to properly grade a commodity to maintain uniformity in applying grading standards, to appropriately train and supervise staff, or to maintain effective communications with co-workers or plant management could cost the buyer or seller substantial financial loss, or poor product quality.

Review - Work is reviewed by a grading supervisor through the review of written reports and regular observation for accuracy and uniformity in applying grades and effective communications with new employees or plant management.

III. INTERPERSONAL COMMUNICATIONS:

Subject Matter - Employees must be familiar with state and federal (USDA) standards, principles and procedures for grading agricultural commodities in an assigned program to grade commodities, to train and supervise seasonal and temporary help in grading, and to explain grades or problems to co-workers, plant management, and others.

Purpose - Employees must be able to explain USDA standards, principles, and procedures for grading agricultural commodities in an assigned area.

IV. WORK ENVIRONMENT:

Nature of Working Conditions - Work requires graders to obtain samples from baskets, boxes, bags, trucks, train cars and other storage or product handling facilities. Work may be perforated in an office, a warehouse, processing plant, fruit, vegetable, peanut or grain station, or at other locations.

Nature and Potential of Personal Hazards - Employees are exposed to inclement weather, moving machinery, cutting tools, dust, odors, all of which could contribute to personal injury.

V. RECRUITMENT STANDARDS:

Knowledges, Skills, and Abilities - Working knowledge of USDA standards, principles, and procedures for grading agricultural commodities in the area of assignment. Working knowledge of commodity processing procedures and sanitation standards as applied to the determination of a grade. Working knowledge of equipment calibration and use in the area of assignment. Ability to recruit, train, and/or supervise temporary or seasonal employees in sample pulling, grading procedures, and equipment use. Ability to make uniform and constant decisions in assigning and certifying commodity grades. Ability to maintain effective working relationships with plant management, producers, shippers, receivers, co-workers, and others. Ability to complete required forms, records, and reports.

Minimum Education and Experience Requirements - High school or General Educational Development diploma and two years of closely related work experience including one year of experience in grading the commodities of the plant or station to which assigned; or an equivalent combination of education and experience.

Necessary Special Qualification - Ability to obtain licensure by USDA for commodities graded; possession of a valid state driver's license.