

Careers in Dairy



CENTER FOR
Dairy EXCELLENCE

Producer

Jeff Balmer

- Stoney Path Farms
Lancaster County
- 110 Acres of Crops &
48 Cows in Tie Stalls
- The Dairy Producer's role is to manage the dairy farm business to produce quality milk, while taking good care of both the animals and land and managing a successful business.



Producer

Education Requirements: Although a college education is not required, a degree in dairy animal science or other ag major is preferred. Previous dairy experience is essential.

Tasks:

- Developing relationships with industry representatives like the nutritionist.
- Creating a business plan for the farm
- Monitoring herd health and development
- Milking and feeding cows two times per day
- Feeding the heifers and calves
- Keeping housing facilities and bedding clean

“The best part of my job is seeing the life cycles that take place on a farm. This is evidenced in the family working together to accomplish the necessary chores on the farm, the crops developing from seed to full grown, and seeing the next generation of cows enter the herd.” **-- Jeff Balmer**



Herd Manager

Tanya Baldwin

- Herds Manager for Meadow Vista Farm, Bainbridge Lancaster County
- A Herd Manager is responsible for making decisions and caring for the animals in order to produce the highest quality & quantity of milk.



Herd Manager

Educational Requirements: Although no formal education is required, a degree in dairy science is beneficial. Extensive on-farm experience is also needed to move successfully into position.



Tasks include:

- Responsibility for herd records and reports using PCDart
- Developing herd protocols and standard operating procedures
- Setting vaccination schedules.
- Involved in heat detection, body scoring, caring for the special needs cows, and evaluation of foot health.

“The best part of my job is being involved in an industry that I care deeply about and being part of a great team at Meadow Vista Farm who share the same commitment to high standards of cow care and quality production of milk, in addition to the same priority for faith and family.”

-- Tanya Baldwin

Pharmaceutical Rep



Victoria Baker

- Pfizer Animal Health-Senior Territory Manager-Western PA
- The Pharmaceutical Representative's role is to improve health and wellness of animals by educating vets and producers about products and programs using a problem solving approach.



PFIZER ANIMAL HEALTH
Passionate About the Health and Wellness of Animals

Pharmaceutical Rep

Education Requirements:

A Bachelor's degree for entry level positions

Tasks include:

- Analyzing records
- Performing on-farm evaluations
- Planning and facilitating meetings
- Entering computer data
- Managing money

“The best part of my job is the ability to work with great people in a great industry. I am on different farms every week and learn something from each of my customers. Every farm is different and presents a different challenge. Working with the farm and vet to put together the best solutions is both challenging and rewarding.” -- Vicky Baker

A.I. Representative

Jonathan Sanders

- Breeding Program Specialist
Genex Cooperative / CRI
- An A.I. representative serves as an artificial technician, customer service representative and sales person for the A.I. company.



Genex
Cooperative, Inc.

A.I. Representative

Education Requirement: Must be a high school graduate, but an associate's or bachelor's degree is very beneficial in understanding concepts of reproduction, physiology and business. Interpersonal and communications skills are needed to develop relationships.

Tasks include:

- Artificial insemination
- Record Keeping for Farms
- Helping with Breeding Decisions
- Direct Herd Sales

“The best part of my job is the ability to have an open schedule and build close relationships with my customers. My success is direct correlation with theirs.”

-- John Sanders

Nutritionist



Tom Naumann

- Hooper Feeds
NJ, MD, PA
- A Nutritionist provides nutritional expertise and products to dairy farmers, enabling them to maintain and improve the production and health of their cows in a sustainable and resourceful way, thus ensuring the farm remains a vital operation.



Nutritionist

Education Requirement: Applicants must have a desire and time commitment to continual learning in nutrition. A bachelor's degree in dairy field and on-farm experience would be helpful.

Tasks include:

- Analyzing feedstuffs and incorporating them into a dairy ration
- Following commodity markets to find best buys on feed ingredients
- Keep up with the latest research information related to dairy nutrition and determine if they should be incorporated into dairy rations.

“The best part of my job is working directly with dairy farmers on a daily basis.”
-- Tom Naumann

Builder

Dean Hoover

- King Construction Co
New Holland PA
- Sales and Design from Northern VA to Northern PA to NJ
- A Builder provides designs that focus on new concepts on cow comfort, cow flow convenience and durable materials resulting in facilities that create maximum production efficiency for the producer.



Builder

Education Requirement: Required skills depend on area of expertise. Those who design buildings need engineer or architect degree. Dairy background is essential as well as communication and people skills.

Tasks include:

- Attending industry functions
- Contacting potential customers
- Visiting personal site visits
- Creating sketches of the design
- Working with a team to engineer, draft, and estimate projects
- Orchestrate a smooth transition from design to construction.

“The best part of the job is to see a need and an idea develop into an efficient productive facility that exceeds the expectations of the customer.”

-- Dean Hoover

Veterinarian

Dr. Brian Reed

- Ag Veterinary Associates
Southeast PA
(Berks, Dauphin, Lancaster, Lebanon)
- Veterinarians benefit the dairy industry by focusing on maintaining the health and well-being of individual animals, maximizing the health and productivity of their clients' dairy herds and combining their experiences in health and business management to maintain and maximize the health of their clients' businesses.





Veterinarian

Education Requirement: Four year pre-vet program followed by a four year professional degree program, a license in states of practices. There is also a continuing education requirement.

Tasks include:

- Individual animal exams and treatments,
- Surgical procedures,
- Reproductive checks,
- Problem solving and consulting services.

There is also an increased focus on helping dairy clients manage their farms in a more healthy, efficient and profitable manner.

“The best part of my job is getting the chance to work with some great clients. As a veterinarian, you get to know your clients' families well, spend time with them in good times and bad, and get the opportunity to really help them to make their dairy farm a better place for them and their animals.”

-- Brian Reed

Field Representative

James Hassinger

- Jim is the Area Procurement Supervisor for Land O'Lakes Lancaster & Chester County
- A field representative of a milk cooperative offers support and service to dairy members by offering programs and educational resources along with troubleshooting on-farm issues. In Pennsylvania, the field representative also serves as the state milk inspector.



Field Representative



Educational Requirements: A bachelor's degree in a dairy related field, along with PA inspector's and sampler's licenses.

Tasks Include:

- Inspecting dairy farms
- Assisting member producers with on-farm evaluations of milking equipment
- Working with state and federal regulators

Jim's position also involves supervision and interaction with milk production specialists (other field representatives) in his region.

"The best part of my job is working with the dairy farm members of Land O'Lakes to improve milk quality." **-- Jim Hassinger**

Food Scientist



Emily Montgomery

- Calkin's Creamery-Northeast PA
- As a Food Scientist, Emily manages the on-site creamery, allowing the farm to promote sustainable farming practices while creating a greater profit for her family by paying a higher premium for the milk.

Food Scientist



Education Requirement:

Bachelor's degree in Food Science

Tasks include:

- Manager and primary cheese maker, including:
 - Cheese making
 - Training employees
 - Installing standard operating procedures
 - Assigning jobs to ensure cheese completion

“The best part of my job is producing a high quality, nutritious product that people love.” -- **Emily Montgomery**

Dairy Promoter

Lisa Perrin



- Mid-Atlantic Dairy Association
PA Dairy Promotion Program
- A dairy promoter works for a check-off organization designed to increase sales and demand of dairy products.



Dairy Promoter

Education Requirements: Lisa's role is in communications and industry relations, which requires a bachelor's degree in Communications, Public Relations or Animal Science

Tasks Include:

- Attending trade shows & dairy farmer meetings to represent checkoff
- Providing presentations on value of checkoff
- Training producers to speak to neighbors and media
- Writing press releases
- Organizing special events and promotions

"The best part of the job is working for, meeting and interacting with our dairy farmers."

-- Lisa Perrin

Accountant



Kendall Ruth

- Acuity Advisors and CPAs, LLP
Lancaster, PA
- The accountant advises the business owner on making decisions by providing sound financial statements and information.



Accountant

Education Requirements: As of January 2012, all CPAs must complete 150 credit hours, have one year experience under a CPA, and pass a uniform CPA exam.

Tasks include:

- Preparing financial statements
- Preparing business and individual tax returns
- Building financial models & providing consulting based on those models
- Transition planning
- Developing educational programs for producers

“The best part of my job is being able to help a business owner better understand the finances of their business, whether that is through helping the owner set up systems that provide financial feedback on a regular basis or organizing information in a way that is more meaningful and helps with their decision making.”

-- Kendall Ruth

Dairy Equipment Tech

Dennis Milhoan



- Lancaster Dairy Farm Automation
- A dairy equipment technician provides milking equipment service for dairy farmers 24 hours a day, 7 days a week, and 365 days per year.

Dairy Equipment Technician

Education Requirements: High school education plus career training in electrical and refrigeration is helpful.

Tasks include:

- Trouble shooting electrical malfunctions
- Diagnosing milking equipment operation issues
- Performing routine maintenance on milking systems

“The best part of the job is getting to work with Dairymen and helping them to solve their problems.”

-- Dennis Milhoan



Genetic Analyst

Michelle Cornman



- Select Sire Power, Inc – Central & South Central PA
- The genetic analyst is in charge of the Select Mating Service (SMS) which helps producers make informed decisions about breeding their cows to make genetic progress.

Genetic Analyst

Education Requirement: Bachelor of Science in Animal Science

Tasks include:

- Herd visits with producers to evaluate their cattle and do bull selections
- Evaluation of records for PGA herds (Program for Genetic Advancement)
- Collection of DNA samples
- Pictures of young sire daughters.

“I enjoy working with producers and seeing the results of our efforts.”

-- Michelle Cornman



Dairy Marketer



John Siglow

- Vice President of Marketing & Sales, Dairy Marketing Services (DMS)
- A dairy marketer adds value to the dairy farmer's milk through market access to processing. The marketer's role is to oversee the sales and marketing of raw milk to dairy processors.

Dairy Marketer

Education Requirement: Bachelor's degree in business, marketing, accounting and/or management, with knowledge of federal orders, state orders, over-order pricing, and of industry and dairy farms in general

Tasks include:

- Visiting milk processing plants and managers
- Negotiating terms and conditions of sale
- Monitoring quality and supply
- Quickly responding to any issues or concerns ranging from delivery times to quality problems

“The best part of my job is working with people to solve problems so both our customers and our dairy farmer members benefit.”

-- John Siglow

Extension Educator

Sandy Costella



- Penn State Cooperative Extension, Cumberland County
- A dairy herd health extension educator specializes in animal health, primarily mastitis and milk quality. These individuals serve as the link to bring University research to the industry.

Extension Educator

Education Requirement: Minimum of Master's degree in extension education or related field. Some have PhDs.

Tasks include:

- Administering continuing education programs for producers
- Spending time on-farms working with producers
- Observing milking procedures and cleaning processes
- Attending various meetings

“The best part of my job is working with dairy producers and advisors, who are a diverse group of people providing the world with food.”

-- Sandy Costella

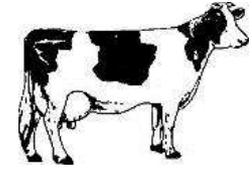
Penn State **EXTENSION**
AGRICULTURE | COMMUNITY & FAMILY | ENVIRONMENT

Foot Trimmer

Jim Zimmerman



- Zimmerman's Hoof Trimming in Berks, Chester, Lancaster & Lebanon Counties
- The purpose of a hoof trimmer is to reduce lameness, which increases milk production, add to overall longevity of the cow, improve reproduction and create a positive public image.



Foot Trimmer

Education Requirements: A degree is not necessary, but it is best to study locomotion scoring and gain hands-on experience.

Tasks:

- Using a chipper wheel, hand nippers and a trimming knife
- Giving special care to heel warts or ulcers
- Record keeping for each herd

“The best part of the job is working with cows, the dairy farm and being part of a team. I enjoy seeing new clients’ foot problems decrease and building long term relationships with clients, which allows me to see their herds grow and improve.”

-- Jim Zimmerman

Sales Manager



Rob Good

- Sales Manager; Cargill Animal Nutrition
- A sales manager oversees sales representatives who make farm visits to sell a product.



Sales Manager

Education Requirements: A Bachelor of Science degree in an agricultural field with some feed sales experience and a general knowledge of animal nutrition.

Tasks:

- Manages sales representatives
- Observe animal nutrition by making on farm visits
- Balance rations

“The best part of the job is removing obstacles so farmers can do their job.”

-- Rob Good

Ag Statistician

Kevin Pautler



- Director, PA Field Office of the National Agricultural Statistics Service
- Ag statisticians provide timely, accurate and useful statistics for Pennsylvania and U.S. agriculture.

Ag Statistician

Education Requirements: A Bachelor's degree in an Agricultural field with at least 15 hours of mathematics courses (6 hours must be of statistics)

Tasks:

- Provide industry statistics at agricultural conferences
- Consult with state, university and government agencies to provide expertise in survey methodology, data collection, summarization and publishing of statistical data.

“The best part of my career is working with farmers and agribusinesses. U. S. farmers provide us with the most economical and safest food supply in the world. It is their expertise and skills that contribute to our nation's wealth and abundance.”

-- Kevin Pautler

Business Planner



Bruce Dehm

- Dehm Associates, Inc. - Northeast U.S., but will cover anywhere. Spanish available for South American countries.
- A business planner provides monthly financial statements, benchmarks, milk check analysis, & actual-to-budget reports.

Business Planner

Education Requirements: Master's degree in Agriculture Economics

Tasks:

- Cash flow projections
- Farm bookkeeping questions
- Creation of business plans
- Communications assistance

“The best part of the job helping dairy producers become more profitable while getting to interact with really smart dairy producers and other professionals that support the production process.” -- **Bruce Dehm**



Graphic Designer



Susan Winnington

- Mid-Atlantic Dairy Association, Philadelphia PA
- A graphic designer designs and visually communicates messages on behalf of dairy farmers, encouraging and influencing consumers to purchase a dairy product.



Graphic Designer

Education Requirement: Bachelor's in Graphic Design/Visual Arts plus several years of experience. Must be proficient in various software programs on both Mac and PC platforms.

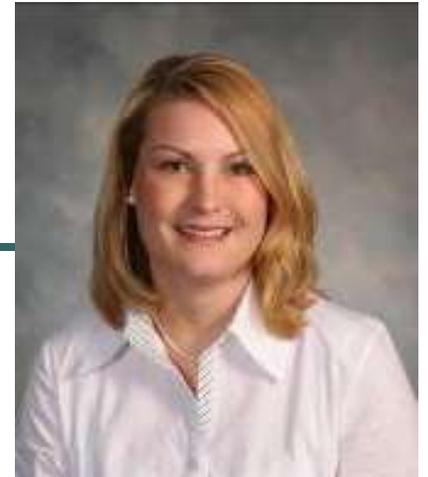
Tasks include:

- Creating marketing components, newsletters, promotional materials
- Designing brochures
- Updating the website
- Serving as a liaison to national graphics department

“The best part of my job is the freedom to be creative while communicating and promoting the benefits of dairy. My days are never dull. The fast pace keeps me on my toes and challenges me to keep my skills and designs current to produce eye-catching designs.”

-- Susan Winnington

Ag Banker



Amy Van Blarcom-Lackey

- AgChoice Farm Credit, Towanda, PA
- An ag lender provides loan products, wealth management, crop insurance, financial management and budgeting.

Ag Banker

Education Requirement: A four year college degree

Tasks:

- Daily conversations with Ag customers
- Structuring loan packages to meet their operating needs
- Review of credit packages
- Agricultural sales
- Credit analysis

“The best part of the job is the customer interaction-Hands Down!”

-- Amy Van Blarcom-Lackey



Dairy Economist



James Dunn

- Professor of Agricultural Economics at Penn State with a Dairy Emphasis
- A dairy economist collects and analyzes dairy pricing data.

Dairy Economist

Education Requirement: A four year college degree in an agricultural and economics field. Strong analytical and mathematical skills are necessary. As a professor of Ag Economics a Ph.D. is also needed.

Tasks:

- Research current market events in dairy and the global economy
- Analyze information
- Create graphs, tables, and text that explain market trends
- Communicate with others about industry trends

“The best part of the job is working with students, farmers, extension educators, professors, and agribusiness people. I enjoy discussing economic issues with individuals in the hopes that we are learning from one another.”

-- James Dunn

Communicator



Amber DuMont

- Director of Communications, Maryland & Virginia Milk Producers Assoc.
- A communicator directs, manages, develops and administers corporate communications and education programs and works in all aspects of public relations.



Maryland & Virginia
Milk Producers Cooperative Association, Inc.

Communicator

Education Requirement: A Bachelor's degree in communications, public relations, journalism is a necessity. A Master's degree would be helpful.

Tasks:

- Create and manage member publications, including *Pipeline* newsletter.
- Produce and manage collateral materials, including brochures, displays, and fact sheets, for members and public relations.
- Direct and manage corporate media relations.
- Direct the development and maintenance of all corporate web sites.
- Develop and create executive level presentations and speeches for membership meetings.
- Manage, plan and coordinate membership meetings and programs.

“The best part of my job is working with and for dairy farmers and an industry that I am very passionate about, knowing that I am working to improve their livelihoods and the industry for future generations.”

-- Amber DuMont

Ag Journalist



Charlene Shupp-Espenshade

- Special Sections Editor; Lancaster Farming
- An agricultural journalist is responsible for covering events and writing feature stories.



Ag Journalist

Education Requirement: Bachelor's degree in dairy science or in communications. A combination of both would be helpful.

Tasks:

- Write agriculture articles and special sections
- Assign articles to special sections correspondents
- Communicate with all members of the Lancaster Farming Team

“The best part of my job is getting paid to attend industry events and write feature stories. I love visiting with farmers and people who enjoy reading about on farm happenings.”

-- Charlene Shupp-Espenshade

Ag Lawyer



Gary Heim

- Persun & Heim, P.C. – Mechanicsburg
- Ag lawyers provide legal advice and services to producers to help them minimize taxes, assist with farm transitions, settle legal disputes and form farm businesses.

Ag Lawyer



Education Requirements: Bachelor's Degree and a Jurist Doctorate degree from a law school. This usually takes about seven years total.

Tasks:

- Drafting legal documents such as wills, leases & partnership agreements
- Meeting with clients to explain legal contracts
- Assisting with client's legal issues
- Attending court hearings on behalf of clients
- Presentation of information at meetings for farmers designed to educate them on succession planning

The best part of the job is, "Successfully transferring a farm business and its assets from a farmer to his children or others, who continue the farm business."

-- Gary Heim

DHIA Representative

Chuck Yeager



- Market Manager for Dairy One Cooperative
- A DHIA Representative provides producers with DHIA milk testing and dairy herd management resources.



DHIA Representative

Education Requirements: A Bachelor's Degree in Dairy Science, Dairy Management or related field is desired. Coursework, formal training, associate's degree and/or experience in dairy records management is necessary to fulfill responsibilities.

Tasks include:

- Manage testing services and records for 825 dairy herds
- Hire, train, develop and supervise 25 milk testing technicians
- Build strong customer relations and develop marketing initiatives that address unique market opportunities.

"The best part of my job is the ability to make a positive impact on our customers' businesses and on the people I work with everyday."

-- Chuck Yeager

Dairy Case Manager

Robert Schupper



- Giant Food Stores, LLC. A division of AHOLD USA. Giant has 178 stores in 4 states
- A dairy case manager works with food retailers to provide the bricks and mortar that allow producers to sell their products to consumers.

Dairy Case Manager



Education Requirements: Four year degree plus work experience

Tasks:

- Managing the dairy aisle
- Making assortment decisions
- Creating promotional programs
- Providing input to retail pricing
- Creating a profit and loss for the dairy department

“I enjoy meeting great people with new items to bring to the market and seeing those items become successful.” -- **Robert Schupper**



Agriculture Teacher

Ron Weaner

- Dover Area High School, York County, PA
- An agriculture teacher instructs courses such as large animal science, veterinary science, dairy foods, and production agriculture. They also facilitate FFA programs that allow students to gain career development skills.

Agriculture Teacher



Education Requirement: Bachelor's degree in Ag Education and familiarity with the ag education program.

Tasks:

- Serving as an adviser to the FFA programs
- Instructing Ag mechanics, Ag production, horticulture, forestry and Ag business courses
- Creating agriculture curriculum
- Assisting students with Supervised Agriculture Experience programs

"The best part of the job is the daily interaction with high school students, teaching a topic that most actually want to learn about."

-- Ron Weaner

Agriculture Engineer

Eric Hershey

- Project Engineer,
Herbert, Rowland & Grubic, Inc.
- In Eric's role, an Agriculture Engineer develops solutions to enable dairy farmers to operate while decreasing the impact of animal agriculture on the environment and on the Chesapeake Bay.

Agriculture Engineer

Education Requirement: Professional engineers must have a bachelor's degree from an accredited engineering college. They must pass a national examination to become an engineer-in-training and work under supervision of a professional engineer before obtaining their professional engineer license. They must also pass an exam to be licensed in each state. Strong math and science skills are required. An agriculture background is helpful.

Tasks:

- Evaluating specific sites and identifying ways to address particular issues.
- Writing reports and analyzing reports.
- No two days are ever alike.

“As an engineer, I am a problem solver. I get to use my knowledge, skills and creativity to find solutions to complex problems that face our society.”

-- Eric Hershey

Crop Consultant

Jon Stutzman

- Agronomist/Crop Consultant
Stutzman Crop Care, Inc.
- A Crop Consultant provides independent advice for customers to help them make informed decisions about the aspects of their operation that pertain to crop production and nutrient management.

Crop Consultant

Education Requirement: A Bachelor's degree in agronomy, animal/dairy science or ag mechanization is helpful but not required. Some practical farm experience and good oral and written communications skills are very valuable to fulfill the responsibilities of a crop consultant.

Tasks:

- Soil testing & Soil Fertility Recommendations
- In-Season Crop Scouting
- Pest Management Recommendations
- Nutrient Management Planning

"It has been exciting the last 20 years to watch how improved plant genetics, advances in technology and improved management techniques have contributed to steady increases in crop yields. I enjoy working with customers to help them ultimately be more profitable and better stewards of the land."

-- Jon Stutzman

Plant Manager

Sam Shannon



- Director of Dairy Operations, Weis Markets; Sunbury, PA
- A plant manager oversees food safety and quality of milk and ice cream.



Plant Manager

Education Requirement: Bachelor's degree in Food Science or a related field. Business and Engineering skills would also be helpful.

Tasks:

- Review of product, quality, and financial reports
- Taste milk and ice cream products
- Maintain dairy processing facility and machinery
- Purchasing of food products

The best part of the job is, "talking to people and being able to have a positive attitude and take action on what people are saying."

-- Sam Shannon

Lab Technician

Janice Bowermaster



- Lancaster DHIA, Southeast PA
- A lab technician conducts tests for coliforms, standard plate counts and SCC. They also work with milk handlers, run DNA tests for mastitis, and provide the testing for raw milk permits issued by the state.

Lab Technician

Lancaster
DHIA

Education Requirement: High School diploma with some college, training is provided.

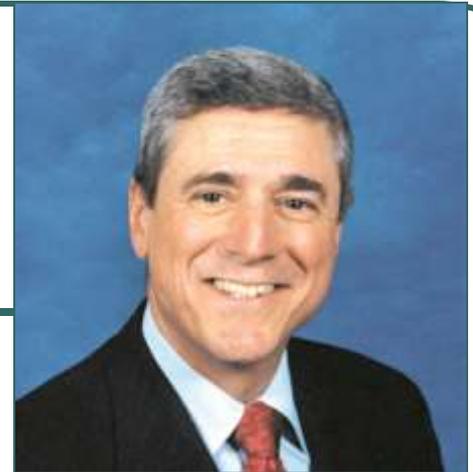
Tasks:

- Picking up milk samples at farms and processing plants
- Plating milk samples
- Working closely with state inspectors and producers to lower and maintain counts
- Producing reports for cooperatives and dairy producers

The best parts of the job are, “Being able to see the product from farm to table, meeting the producers and making sure quality products are produced.”

-- Janice Bowermaster

Lobbyist



Alan Novak

- President, Novak Strategic Advisors
- A lobbyist, or a government affairs consultant, meets with elected officials from all levels of government to educate them on dairy and weigh in on state budget and ag issues. A lobbyist is part advocate, part educator and part facilitator.



N O V A K
STRATEGIC ADVISORS

Lobbyist

Education Requirement: While Alan is a lawyer by training, experience and a sound knowledge of how the government works, both formally and informally, is most helpful as a lobbyist. Previous relationships with elected officials and government agencies is almost essential.

Tasks:

- Meeting with lawmakers and arranging meetings of industry representatives and farmers with lawmakers.
- Advising and commenting on proposed laws.
- Educating lawmakers on dairy operations and market conditions.
- Testifying at hearings and preparing position papers.
- Arranging on-farm visits, forums and roundtable discussions.

“I enjoy the interaction with lawmakers and having an impact on policy. I love strategy and strategic thinking, and being a government affairs consultant has given me the opportunity to do that.”

-- Alan Novak