

Genetics Team – Lebanon, IN

Job Summary:

The Genetics Team Member must have a passion for animal agriculture and the ability to thrive in a fast-paced environment. This individual will work alongside our Semen Collections teammates, Frozen Genetics teammates, Veterinarians, Account Managers and Farm Team to help support this rapidly growing Division. Our clients deserve the highest quality frozen genetics services with the most responsive team working to help them achieve their collection, storage, and breeding day needs. The position will be a supportive role for our sire collections, RSG Sires, frozen genetics shipping and movement and assist with the Import & Export of genetics under the guidance of our USDA Certification.

Your primary responsibilities will include providing exceptional client service, supporting semen processing, inventory management, purchasing, storage facility operations, shipping, and other duties related to the Genetics Team. You will play a crucial role in maintaining an accurate inventory system for frozen genetics, supporting collection success of rams and bucks, assisting with client intake, managing client inquiries and issues related to frozen semen, and ensuring adherence to RSG's policies and procedures.

During the breeding season, your focus will be on semen inventory maintenance and movement of product units. You may be required to travel on a limited basis with a veterinarian to perform specific functions and assist as an in-house veterinary assistant when needed. Outside the breeding season, your role will continue to revolve around maintaining accurate inventory and movement updates, supporting semen collection/processing, and other assigned duties.

To excel in this position, you must possess a passion for animal agriculture, excellent interpersonal skills, the ability to handle sheep and goats, and a willingness to work in a fast-paced environment. You should be self-motivated, skilled at problem-solving, and capable of collaborating effectively across multiple teams. Strong communication skills, proficiency in Microsoft Office (particularly Excel), and a positive, professional demeanor are essential.

If you have a genuine enthusiasm for animal reproduction, a commitment to delivering superior client experiences, and a strong team player mentality, we encourage you to apply for this exciting opportunity.

Essential Functions:

- Establish the highest level of client service of any animal breeding company in the industry.
- Support semen processing, inventory movement, purchasing, storage facility, shipping, and other duties as it relates to the Genetics Team.
- Help maintain, through leadership & teamwork, an accurate inventory system for frozen genetics.
- Support collection success of Rams/ Bucks that take place at the company headquarters in Lebanon, Indiana and/ or farm collection sites.
- Support the new semen and embryo inventory management system.
- Assist with on-site client intake of Rams/ Bucks
- Help manage client inquiries, issues, and results related to frozen semen.
- Follow RSG's policies and procedures.
- Implement the RSG Way
- Provide routing cleaning and maintenance of equipment
- Maintain a professional image reflective of RSG's industry leadership in small ruminant reproduction.
- Utilize Salesforce/CRM for accurate client data and tracking related to frozen Genetics information.
- Work as a team player always.
- Other duties as assigned.

Special Projects as determined by Dr. Tad, Dr. Scott and/or Amanda Thompson ...projects may include:

- Research
- Special Reporting
- Inventory Audits
- Client calls to gather and secure needed information
- Tasks that will enable preparation for Client Training Days, Seminars or Special Events

During the breeding season, the genetic team will focus on the semen inventory maintenance and movement of product units. The genetics team may be asked to travel on a limited basis with a veterinarian to perform specific functions. Outside the breeding season, the role will continue to focus on maintaining accurate inventory and movement updates, supporting semen collection/processing and other assigned duties.

Essential Education, Skills, and Experience

- Bachelor's degree preferred
- Some knowledge/understanding of animal reproduction
- Excellent interpersonal skills
- Comfortable handling sheep and goats
- Lifting to 50 pounds
- Self-motivated
- Ability to solve problems
- Collaborate across multiple teams
- Effective and engaging communication skills
- Positive, professional personality that comes across in voice, text, and email
- Knowledgeable in Microsoft Office products especially fluent in Excel
- Must be a US citizen or possess a current and appropriate working visa
- Must hold a valid driver's license with a clean record
- Strong problem-solving skills and willingness to roll up one's sleeves
- Excellent interpersonal and collaboration skills and ability to promote a team environment
- Skilled at working effectively with cross functional teams in a matrix organization
- Excellent written and verbal communication skills
- Experience obtaining and analyzing data and records
- Tough minded with the ability to have an opinion and healthy debate with the executive team, but professionalism to present a unified front once a decision is made
- Self-starter with a strong sense of ownership and good follow through skills
- Ability to handle conflict, difficult situations, and urgent issues in a professional manner

Key Factors for Employee Success:

- Implement the RSG Way consistency
- Execute all essential function to a high standard
- Delivery a superior client experience
- Teammate expectations – The five behaviors of a cohesive team.
 - Trust, Engage, Commit, Hold Accountable and Focus
- Confidentiality - There is access in this position to confidential company and client information.
- Peak Breeding Season – July 1st to October 30th

Physical Demands and Work Environment:

- Occasionally required to stand, climb, balance, bend, stoop, kneel, crawl and to lift/carry up to 60 pounds.
 - Required to share driving on regular daily basis.
 - Frequently required to walk.
 - Continually required to sit, use hands and fingers, reach with hands and arms, talk, or hear.
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- The noise level in the work environment usually is quiet.

The above statements are intended to describe the essential functions, nature, and level of work to be performed. The company reserves the right to modify this job description at any time, without notice. Reproduction Specialty Group employees are hired, promoted, and rewarded based on talent, performance, and dedication. We cannot afford to deprive the company of capable people and will not allow harassment or discrimination based on race, creed, color, religion, national origin, sex, age, sexual orientation, marital status, ancestry, disability, or veteran status. Reproduction Specialty Group is a proud equal opportunity employer.