



Farm Employers Labor Service · Serving Agricultural Employers since 1970  
An affiliated company of the California Farm Bureau Federation

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## FELS is Adding to Our Team!

Farm Employers Labor Service, an affiliated company of the California Farm Bureau Federation, California's largest general interest agricultural organization, is looking to add smart, self-motivated people to our team of Labor Management Consultants (LMCs).

What does a FELS Labor Management Consultant do? The primary function of an LMC is to provide farm employers with personnel management and labor relations services that improve the efficiency of their operations. An LMC should have demonstrated abilities and expertise in various areas of California and Federal labor law and personnel management for agricultural employers. The ideal candidate will also possess excellent presentation, time-management, client recruitment and retention skills. Client recruitment skills will be enhanced by strong familiarity with the agricultural community where the LMC will work.

A FELS LMC will help their farm employer clients avoid personnel-related problems and help constructively resolve them if they arise; assist the farm owner/operator with personnel management and administration (e.g., recruiting, interviewing, training, wage administration, personnel records, workers' compensation, employee benefit plans); be the farm owner/operator's advocate in the resolution of issues related to labor relations and unionization campaigns; help foreman and crew-leaders become better, more effective leaders; and provide various safety and non-safety training briefings and exercises for FELS clients on an as-needed basis.

A FELS LMC must be strongly client-service motivated, and able to work independently and effectively without regular supervision. You must have a valid driver's license and you must be insurable.

Because of the nature of a FELS LMC's work, an LMC must be able to speak, read and write English and Spanish fluently, and translate between English and Spanish. An LMC must have work experience in a capacity managing agricultural workers and/or have experience with agricultural labor relations, the ability to travel up to a week at a time, the ability to drive a vehicle for extended periods, and the ability to work with people in rural and semi-rural locations like orchards, fields and greenhouses.

A successful candidate will possess necessary professional and training certifications to allow the LMC to furnish training for clients, supervisors and employees as needed, such as CA DPR Pesticide T2, tractor and forklift safety and other safety training certifications; food safety and Agricultural Personnel Management Association HR Management Professional in Agriculture or equivalent experience will give you a leg-up on the competition.

FELS provides competitive benefits and salary, opportunities for professional growth through mentoring, in-house training, and participation in professional organizations like the Agricultural Personnel Management Association. FELS also has a generous bonus program that will allow you to earn substantial incentives for client recruitment and providing client services.

Interested parties should contact Bryan Little at FELS at 800-753-9073.