About the Company

PEAK is the source of superior genetics to the URUS brands and the world. PEAK develops and produces elite bovine genetics and industry-leading reproductive products through genetic programs, production, and research and development. PEAK people are in multiple countries and locations and have an extensive level of expertise, including genetics, operations, research, and data management.

PEAK has deep roots in the industry through its origin within the URUS family of companies. URUS is a holding company with cooperative and private ownership and is positioned at the heart of the dairy and beef industry. Its family of companies include Alta Genetics, GENEX, Jetstream, PEAK, SCCL and VAS, with each having its own unique identity, products, and services. These companies work globally to provide cutting-edge dairy and beef genetics, customized reproductive services, dairy management information to take producers to the frontline of progressive dairy farming, and an array of products and services to help bovines reach their full genetic potential. URUS Group has revenues of about $400 million, 25 operating companies in 14 countries and employs approximately 2,000 people. Recently, URUS Group became part of Pon Holdings, a Dutch family-owned group of companies with revenues of $8 billion and about 13,000 employees.

The Opportunity

The PEAK Tropical Genetics Intern will investigate genetics needs and opportunities for tropical dairy genetics in emerging global markets. The unique environmental and cultural dynamics in these regions create distinct circumstances for sustainable tropical breeding programs. Through close collaboration with the PEAK Genetics team and URUS Global Development teams, the PEAK Tropical Genetics Intern will develop genetics to respond to emerging market needs and to be marketed through URUS companies.

The PEAK Tropical Genetics intern will draw success from the size and scale of URUS, leveraging a broad team of internal geneticists, research and development experts, and global sales and marketing professionals. Through teamwork with the URUS Global Development Team, the Tropical Genetics Intern will work firsthand with a focused team that engages URUS in international development projects that transform small holder farmers and their cooperatives in developing countries into sustainable and profitable businesses. Responsibilities will reach across URUS’ international markets, requiring effective teamwork with business managers and sales channels from around the world. On-the-job training will be provided on dairy genetics and other industry-related topics.

Primary Responsibilities

- Investigate market potential of tropical dairy genetics into target countries
• Identify priority markets for focus and collect data on how market research could be applied in various tropical countries. Determine milk production, breeds used, semen price paid, and more about the local situation in the selected emerging market(s) for focus
• Learn from other URUS retail markets to leverage tropical breed experience
• Compare proposed tropical genetic breeding program from PEAK and URUS to existing local genetics in terms of performance and alignment to client expectations
• Engage with strategic PEAK partner breeders to identify and multiply elite tropical dairy genetics
• Extract phenotypic and genotypic dairy data for multiple sources to aggregate and create insights
• Develop genetic data for marketing material
• Work with multiple managers to build and complete a final project report

Organization Alignment & Position Location
• The position will report to the URUS Director of Global Development and PEAK Genetics Program Analyst
• The position will be based in Madison, WI near the PEAK and URUS leadership teams
• The position will require some global travel to emerging markets

Candidate Profile

Education & Experience
• Passion for dairy genetics
• Student enrolled full time in a major US university or a recent graduate with a B.S. degree in Animal Science, Global Resource Systems, Ag Education, Business, etc.
• General knowledge of dairy cattle genetics; familiarity with tropical dairy genetics and dairy production systems is preferred

Skills & Competencies
• Ability to work independently and to carry out assignments to completion
• Excellent computer skills with specific knowledge of Microsoft Office programs
• Willingness to travel to development countries
• Able to adapt to cultural diversity and environments
• Excellent verbal and written communication skills, including ability to effectively communicate with internal and external customers
• Must be able to work under pressure and meet deadlines, while maintaining a positive attitude
• Foreign language proficiency is preferred

Company Culture Alignment
• Trust – We choose to be vulnerable, speak up, and dare to be wrong
• Transparency – We choose to be open and share
• Empowerment – We choose to encourage people to own their decisions
• Challenge – We choose to question and be questioned for better performance
• Accountability – We choose to follow through and hold each other to that standard
• Act – We choose to execute our plans when we’re confident they will work
• Results – We choose results over comfort and popularity