Director of Commodity Risk Management

SUMMARY

Responsible for all aspects of commodity management activities, including procurement and risk management programs related to the procurement of raw materials, contracting of energy inputs and sales and transportation of finished product to maximize profitability. This position is responsible for the solicitation, negotiation, pricing, execution and management of all purchases and sales of commodities to achieve the highest selling price and lowest cost raw materials. Using a solid understanding of commodities risk management and hedging, the Director of Commodity Risk Management sets strategic direction and initiatives that produce measurable, profitable results, while holding others accountable to established risk management principles.

ESSENTIAL JOB FUNCTIONS

- Execute GLE’s risk management policies and procedures across the organization, ensuring compliance with policy set by the Risk Management Committee, as well as investor, lender, and auditor requirements.
- Possess the ability to ensure that the procurement and risk management activities lead to optimal profitability, customer service and cost performance. Demonstrate an ability to apply sound procurement and risk management principles to both operational and business issues.
- Maximize plant profitability by implementing effective risk management strategies and tools with respect to grain origination, DDG marketing, ethanol sales and transportation.
- Performs detailed procurement and transaction activity analysis which may include:
  a. Assessing effectiveness of procurement, transacting and hedging strategies
  b. Performing market strategy and forward curve analysis
  c. Assessing potential impact of forward prices on hedge strategies and hedge ratio targets
  d. Assessing volatilities and correlations between commodities
  e. Developing forward and basis curves, calculating risk parameters for management’s use in its decision making processes
- Performs market analysis, including reporting on commodities production, weather, supply and demand variables, and provides risk mitigation and margin enhancement strategies.
- Monitors trading activities and exposures to ensure they are within approved policies and limits.
- Participates in analysis and reconciliation of positions and P&L reported by trading team.
- Analyzes operations to determine cash market exposure, price sensitivity and financial risks.
- Develop and execute grain and energy hedging and futures strategies, including continuous assessment and modification to adjust to changing markets.
- Negotiate commodities supply and marketing agreements ensuring appropriate profitability for GLE.
- Drive cost reductions through negotiations, leveraging opportunities, multi-sourcing and sound risk management principles.
- Hold commodity team accountable to profitable results, implementing measurable outcomes.
- Provide strategic planning guidance to commodity team, which includes long term road mapping around key initiatives and metrics.

Reports To: CEO
FLSA Status: Exempt
Department: Commodities
• Establishes and maintains professional relationships with commodity industry experts to identify opportunities for enhanced commodity risk management strategies and tactics.
• Identifies, verifies, analyzes and provides support to the oversight for trading risks acting as a key link between trading staff, management and risk management committee.
• Ensures regulatory requirements are implemented and produces the required reports and analysis.
• Develop budgets and manage costs
• Actively promote GLE’s vision, mission, and values with employees, outside vendors, and customers
• Be depended on to report to work at the scheduled time and is seldom absent from work
• Be depended upon to complete work in a timely, accurate and thorough manner
• Maintain high level of customer service

EDUCATION/EXPERIENCE/COMPETENCIES

• 4-year degree in economics, agriculture, finance, marketing, mathematics required. Advanced degree preferred
• 8-10 years risk management experience in commodity markets or strong knowledge or commodity trading business, either as a trader or in financial support activity, preferable with exposure to US agricultural and energy markets
• Expertise in understanding of the commodity-based agricultural processing and market dynamics
• Extensive experience leading a team, creating measurable results with accountability at all levels
• Strong quantitative skills
• Strong decision making capabilities
• Ability to analyze commodity markets and form a market opinion
• Superior interpersonal and relationship building skills
• Original and independent thinking
• Effective presentation skills
• Ability to persuade and influence others
• Strong negotiation skills

PHYSICAL REQUIREMENTS/WORK ENVIRONMENT:

• Must be able to manage confined space entry, climb ladders and steps and lift a minimum of 50 lbs.
• Must be able to adapt to outside work environments which could include cold, heat, wind, rain, snow and slippery surfaces. Individual will be exposed to high noise levels.
• Data entry while seated for greater than one (1) hour

Glacial Lakes Energy is an Equal Opportunity Employer (EOE). Qualified applicants are considered for employment without regard to age, race, color, religion, sex, national origin, sexual orientation, disability or veteran status.