



OPERATIONS

Empowering a new generation of leaders and innovators to nourish the world



We're revolutionizing how we feed the world. And we see women in Operations at the heart of our work.

Who is Cargill?

You will find us in many sectors, but we mostly work with other businesses. So while we have a rich history of more than 160 years, we're not exactly a household name.

What do we really do?

We bring food, agricultural, financial and industrial products to people who need them – with one common goal: to nourish the world in a safe, responsible and sustainable way.

We're helping farmers optimize yields and access the best markets, while managing risk and stabilizing pricing for them and our corporate customers. At the same time, we're developing food ingredients that promote health, and formulating better-tasting recipes for restaurants and packaged foods. We're also creating supply chains and shipping products to more than 6,000 ports worldwide.

How will women in Operations drive this work?

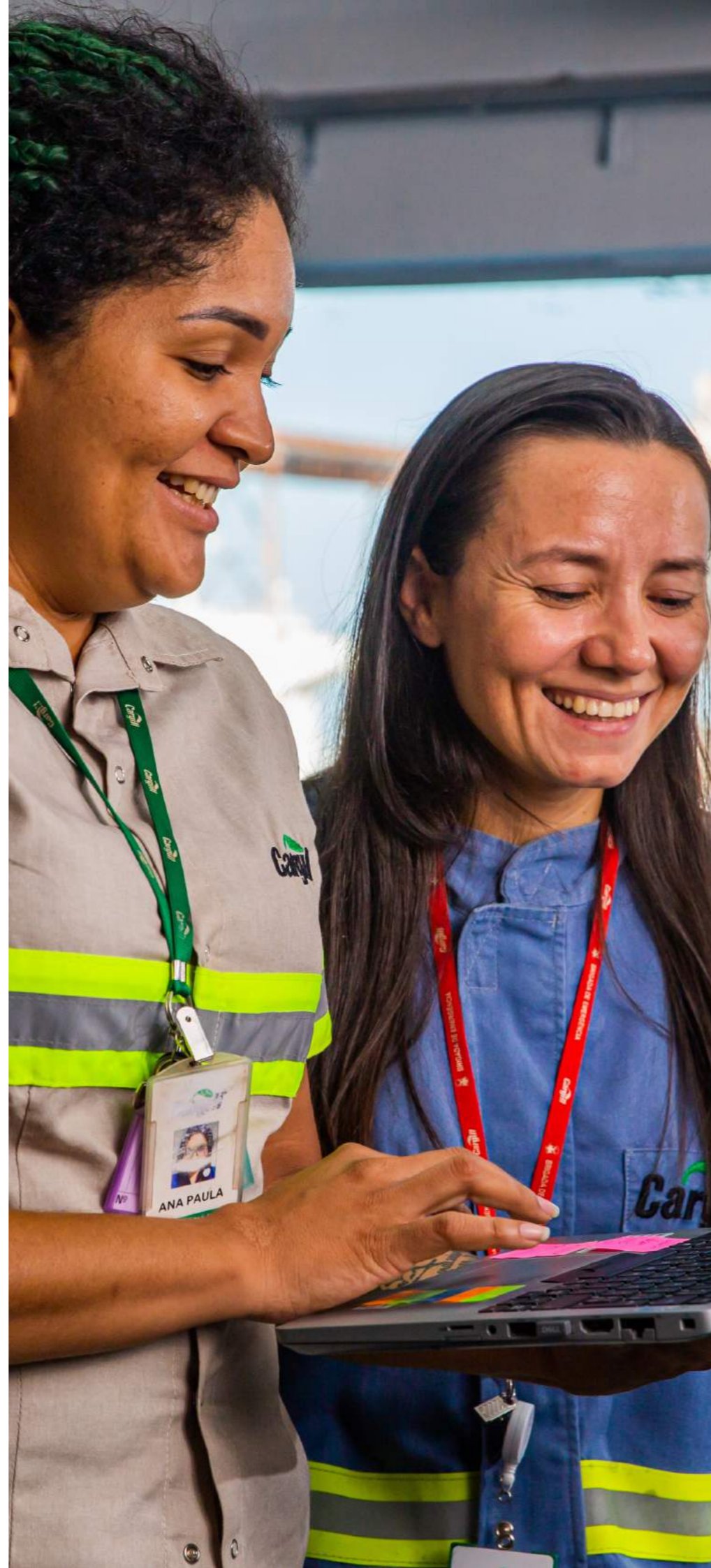
Quite simply, your unique strengths and diverse perspectives will form the building blocks of a strong, dynamic and innovative team.

From Plant Managers to Engineers and Production Operators, women in Operations at Cargill are powering some of the most complex and technologically advanced plant facilities in the world.

At the same time, we want to help women broaden their career horizons and empower them to lead and influence in meaningful ways.

That's why we're actively developing women's talent through our plant leadership and mentorship programs, to equip them with the capabilities and critical skills for future success.

Read on now to learn how we're empowering women in Operations to make an impact.



At a glance: Cargill in North & South America



Member of the Paradigm for Parity movement

A coalition of business leaders working toward a new norm in the corporate world – one in which women and men have equal power, status and opportunity.



35.3% women in global leadership roles as of 2023

Our ultimate goal? Full gender parity by 2030.



We lead with our values

We put people first. We reach higher. We do the right thing – so our customers can succeed and our communities thrive.



Located globally, impacting locally

We have 160,000 employees in 70 countries who are committed to feeding the world in a responsible way, reducing environmental impact and improving the communities where we live and work.



Meet our team

Dive into the stories of our women in Operations from across North and South America. Find out what drew them here and how we're empowering them to build an impactful career with their passion and potential.

Cargill is a big family where diversity is lived.

What's a key ingredient for success?

As an introvert, I enjoy listening to people. This has worked well for me, as it helps me create a connection with my team members and the people I interact with every day.



Valeria

Regional Warehouse Operations Manager

Cargill Agricultural Supply Chain, Argentina (Rosario)

What impact do you bring to the table?

I enjoy being a constructive leader, as I love working with people. Working in a male-dominated environment is challenging, but I'm determined to make things work.



How does Cargill empower women to excel in Operations?

Cargill considers everyone equal, and that has really motivated me to work toward my goal without inhibitions or insecurities. The respect I am given at work empowers me every single day.

After two years, the best part about working at Cargill is ...

It's a big family where diversity is lived and is not just another marketing gimmick. I'm proud to work here and be able to support inclusivity and sustainability issues.



The top three items on your career bucket list are ...

To continue to grow, travel and evolve professionally and personally.

Valeria

Alejandra

Plant Manager

Cargill Animal Nutrition & Health,
Mexico (El Salto)

Tell us about your work in a nutshell.

I am a premix Plant Manager and am in charge of developing cattle and poultry feed.

Describe a favorite moment in your Cargill journey so far.

When I was a Plant Manager in Irapuato for the first time, I had to earn the trust of the team, deal with the unions and show that I had the confidence to do things. This helped me trust myself and make way for other women within that plant.



How has Cargill made the Operations field more inclusive and equitable for women?

There are generally fewer women within animal nutrition, which is why Cargill creates trainee programs that help bring in more women. I started as a trainee and went through a development program, which has helped me open spaces for other women.



When I am at work, I like to ...

Be passionate and give myself in to what I'm doing. I drive the team to achieve results and inspire others to do their best. And to do it all, I trust myself first.

I'm finding greater meaning in building a successful career every day.

What's something interesting to know about working at Cargill?

Speaking from a technical standpoint, Cargill's animal nutrition plants in Mexico are extremely efficient compared to the competition. Speaking of the people, the simplicity and humility of the leaders are truly inspiring.



What surprised you about working in Operations at Cargill?

The production process goes through several stages before it becomes a finished product. This allows you to communicate your doubts, ideas and disagreements with anyone, regardless of their levels. Whether it's the Plant Manager or the Director, you can meet anyone from day one.



Andrea

Plant Manager Assistant

Cargill Aqua Nutrition,
Mexico (Guadalajara)

I like to solve problems as a team, learn and contribute positively to the ones around me.

What sealed the deal for you to join Cargill?

I wanted to work in a multinational company where I could have professional development. The first time they called me from Cargill, I had already accepted an offer at another company, but after a year and a half, they approached me again and I have been here for nine years.

What's important about what you do?

I am the Interim Plant Manager for the Cargill aqua nutrition Guadalajara operation. The most important part of my job is working hand-in-hand with people who produce feed for shrimp and tilapia. I like to solve problems as a team, learn and contribute positively to the ones around me.



How has technology helped level the playing field in your scope of work?

For two years, I worked on the MAYA Project, which aims to implement SAP in our operations in Mexico, Chile and Ecuador. All this contributed toward making our operations more agile through the use of technology.

Alejandra

Andrea

Omaira

Plant Senior Supervisor, Meats
Cargill Protein Latin America,
Colombia (La Nubia)

Cargill is a company that truly cares about its people.

Tell us about a favorite moment in your four-year Cargill journey so far.

When I started my journey with Cargill, I had to ensure that the plant met 24 safety, productivity and performance indicators within four months. I had to oversee this process from the ground up and had to work with various people to achieve this. Within the first month, we rose to being No. 1 in the country.

Describe a breakthrough moment at work.

Today, I am the leader of two sausage plants in Colombia, and this has been one of my best moments so far. I work with passion, and I love working with people and achieving results with them, always seeking to be the best leader and mentor they can look up to for support.

How does Cargill empower you to challenge this notion?

At Cargill, I found a world of possibilities. It is a company that truly cares about its people. I was fortunate to experience the support of my leaders, and this helped me return that support to my team.



What's the biggest misconception about women working in Operations?

That women do not know how to operate machines and that they are not as responsible when they choose to become mothers.



Omaira



Angie

Country Process Lead
Cargill Protein Latin America,
Colombia (Villagorgona)

The complexity of the production plants and all I learn on the job really kept me going.

What surprised you about Cargill?

I was surprised to see how big the company is, and I loved that during my onboarding, I was able to realize how great Cargill is. The complexity of the production plants and everything I could learn on the job really kept me going.

This is your third year at Cargill. What never ceases to amaze you so far?

It continues to surprise me how Cargill's leaders put people first, and that women can claim leadership spaces and be recognized for their efforts and achievements.

Tell us something we should know about women in Operations?

At Cargill, women in Operations have opportunities for growth, support from our leaders, and a pleasant environment that allows them to achieve their personal and professional goals.



What's your take on inclusion and equity at Cargill?

I am currently the business resource group (BRG) diversity, equity and inclusion leader at Cargill Colombia. We have developed exclusive uniforms for pregnant women, created lactation rooms, and helped women grow professionally.

What's a piece of advice you received at Cargill that has shaped how you operate ever since?

To always follow the Cargill values. I fully trusted the system and focused on the organizational culture, which allowed me to develop my skills, learn about other work models, and make innovations that ensure continuous improvement.



Angie

Graziele

General Production Supervisor
Cargill Food and Bio,
Brazil (Itumbiara)

Everyone makes genuine efforts to create a diverse work space.

What's a common unconscious bias about women in Operations?

That you cannot be a mother or an ambitious professional, and that you are never ready for the next position. I encourage women to apply for other positions, and I urge them to persist in being part of the selection process even if they do not meet all the criteria. We learn as we go.

How does Cargill empower women to excel?

When I joined Cargill, I was surprised to see that everyone made genuine efforts to create a diverse space, like making vacancy requirements flexible, seeking to promote women in leadership meetings, and creating flexible schedules to suit the convenience of the people involved.

When I'm not at work, I like to...

Be a source of inspiration for other women and create safe spaces for them to speak up and share their experiences. I hope to transform the lives of women for good.



What's unique about Cargill?

On my first work anniversary, I faced a health problem, and when I shared it with my manager, I was greeted with the utmost support. I spent seven months working from home, and I never worried that they would stop backing me in my journey toward recovery.



Graziele

Ana Elisa

Highly Complex Port Terminal Director
Cargill Agricultural Supply Chain,
Brazil (Santarem)

I would continue to break biases by setting an example.

How does Cargill empower you to innovate?

Everything works through people, and it is very important to communicate our purpose, listen to the operators and make them see their impact on the company's results. This opens space for innovation.

Women can excel in Operations at Cargill because ...

We are able to learn quickly, take risks, change locations, inspire others through example, create allies of inclusion, break biases, listen to others and exceed expected results as a team.



What's exciting about your work?

I am a Manager at the Port of Santarem, which is one of the most important ports in Brazil. We annually export and store over two tons of corn and soybeans, which represents 95% of the volume of the Central West of Brazil. More than 200 farmers work with us, and this scale of work is absolutely exciting and rewarding.

Name one factor that's setting you up for success at Cargill.

I had the opportunity to start my career at Cargill eight years ago as an intern, and from the start, I had a leader and a team committed to the development of people. I have always felt extremely privileged, since I had opportunities to develop my leadership and inspire others to grow.

If I could do anything in the world ...

I would continue to break biases by setting an example and support women in their growth toward success. When I arrived in Mirrituba, we only had 3% women. But I wanted a more inclusive and powerful workforce and asked that all new hires be women. We now stand at 13%, and this makes me super proud.



Ana Elisa

Luisa

Manufacturing Manager, Meats

Cargill Protein Latin America,
Guatemala (Guatemala City)

What's the most untrue thing you've ever heard about women working in Operations?

That women are not capable of managing teams or showing authority that is equated to earning respect.

What is one thing about Cargill that has remained unchanged for you since day one?

I never give up. I am disciplined, resilient, empathetic, passionate and consistent, and that has led me to achieve results.



What surprised you the most in your initial days at Cargill?

I have always had the support of my leaders and my team. At Cargill, you can interact with many people, get out of your comfort zone and grow.

Tell us about your favorite piece of career advice.

Listen to people and take their experience into account to solve operational problems.



I've always had the support of my leaders and my team.

Complete this sentence: I'm happiest at work when ...

I am able to motivate people to achieve results in an agile, ethical and orderly manner.



I am free to be the person I want to be.

One of the best things about working at Cargill is ...

I am free to be the person I want to be. I can be successful in my career knowing that I am contributing to a company that cares about the world, while also being able to actively participate in my personal life.



What's the easiest way to explain what you do?

I manage standards and best practices for natural resources and utilities in North and South America. My team liaises between the global team and local plant sites, supporting boilers, water and waste water treatment, air compressors, and cooling towers. We are also accountable for the region's sustainability goals.

Tell us about a proud career moment for you at Cargill so far.

I was the start-up and commissioning lead for two high-pressure boilers in Eddyville, IA. I joined the project a year before start up and worked closely with the project and construction managers through many setbacks. We switched engineering firms, boiler makers and pipefitters during construction. When those boilers lit the first time successfully, I was proud to have been part of the team that made it happen.



Cargill empowers women to excel in Operations by ...

Providing leadership training. These trainings have built my confidence and enabled me to test out new techniques to lead a team.

Luisa

Anna

Nicole

**Continuous Improvement
Project Engineer**
Cargill Agricultural Supply Chain,
USA (Iowa, Cedar Rapids)

Let's demystify what you do.

I am a Central Continuous Improvement Leader. I have 19 years of Operations experience as an Engineer, Supervisor, and Superintendent and have been in Continuous Improvement the last six years. I am able to leverage my Operations experience with my Lean Six Sigma Black Belt experience to help plant teams at their location using demonstrated targets to identify variation, solve problems, improve process and increase capability.

Tell us about Cargill Women's Network. What does it mean to you?

The Cargill Women's Network is near and dear to my heart. Being a working mom, seeing others who have navigated this space helps me realize that I can do it, too. I've also had the pleasure of working with great female leaders who inspire me every day and help propel others forward.



Growing up, I wanted to be ...

A teacher, travel agent, marine biologist and more! My family farmed, and I grew up helping with that.



Nicole



The Cargill Women's Network

is near and dear to my heart.

The biggest myth about women at work is ...

That we like all things pink! Some other common myths I've heard are I can't be a supervisor because I need to take care of my kids, and that work and motherhood will never go hand-in-hand.



Name one factor that's setting you up for success at Cargill.

Keeping an open mind is important. It has provided growth and development opportunities outside of my normal perspective and has helped me navigate my career.



Jonelle

Business Senior Project Manager
Cargill Protein & Salt,
USA (Minnesota, Wayzata)



Keeping an open mind is important.

Tell us about your role?

I am a Build Project Manager for the Salt Capital Excellence Team. The core responsibility of my role is project development and execution. I also support four of Salt's production facilities with project guidance, mentorship and capital portfolio management.

Where have you seen growth in yourself so far?

I recognize and value the growth in my self-awareness. I continue to learn my passions and natural strengths and better understand how to utilize them. Overall, this has increased my confidence and my ability to maintain balance.



A career in Operations at Cargill is ...

Incredibly rewarding yet challenging at times. Adapting to the unexpected and working together as a team to navigate situations at hand has taught me how to prioritize my time while maintaining flexibility.

Jonelle

Katrina

Plant General Manager
Cargill Protein & Salt,
USA (California, Fresno)

Why Cargill?

My association with Cargill connected me to my roots in farming and ranching. What keeps me going here is how well my values are in sync with those of the company.

How's your Cargill journey so far?

Ever-changing! In the 14 years I have been with Cargill, I have worked in seven different locations, starting from the East Coast in PA to the West Coast in CA. I have also worked across many different roles, starting from operational supervision, engineering, to reliability excellence and project management, mostly focusing on people leadership.



Tell us about a proud moment at work.

One warm memory that stands out is where I received a thank-you note in English from a teammate despite his language barrier. Another proud moment was when I became the first female Maintenance Manager in Cargill Protein.



How does Cargill empower women to excel in Operations?

By offering generous opportunities. In the recent years, Cargill has been extremely transparent and action-oriented to include more women in Operations. This has generated advanced progress which I believe has opened the doors for more women to ask the question, "Why not me?"

Katrina



I am privileged to work with and lead a team of 1,200 diverse individuals.

Describe your role in a nutshell.

I am privileged to work with and lead a team of 1,200 diverse individuals to deliver safe and quality food. Together, with diverse skills and a learning mindset, we work hard to do the right thing for our customers, people and animals.



An Operations career at Cargill is ...

Exciting, fulfilling, challenging and different. Being in Operations puts you close to the products and people that directly contribute to feeding the world, and I really enjoy that hands-on aspect of the business.

What's something that many people often get wrong about women at work?

It is often assumed that women are not interested in leadership roles. We must invest in our women and initiate conversations about their growth.



Meredith

Site Manager
Cargill Animal Nutrition & Health,
USA (Ohio, Lewisburg)



Every single day at Cargill is exciting, fulfilling, challenging and different.

In essence, what do you do?

I lead two manufacturing facilities that make and ship premix feed for all animals. My job revolves around safety leadership, performance metric management, customer focus, team development and problem solving.

How does Cargill take care of its people?

Cargill strives to keep its people and products safe. It has always been a safety-focused organization and is constantly growing in this space. Cargill values its people and puts them first – one of the core areas of the business. Lastly, Cargill places a lot of focus on recognizing excellence at work, which I believe can make a huge impact on every employee and team.

What's your unique strength?

I don't necessarily believe this is unique to me, but having spent years in Operations, I have developed considerable agility. This allows me to pivot, prioritize and make tough decisions. I believe this quality is what keeps me resilient in my work.



Meredith

Ari

Capital Excellence Manager
Cargill Food and Bio,
USA (Minnesota, Wayzata)

What's the Future Leader Program at Cargill?

Internal women's leadership programs and mentoring circles are designed to enable women to focus on their professional development. It empowers them to pursue leadership roles centered around their ambitions.

What brought you to Cargill?

Cargill's customer-driven aspect is what excited me. Previously, my career was in oil and gas, and I did not have much exposure to this element in my work. I love hearing customer stories from the various business groups and driving value through capital projects for our customers.



Cargill empowers me to excel by ...

Offering a perfect work/life balance. I excel when I'm given the space to work on various tasks and the freedom to explore how to improve processes.



The top three items on your career bucket list are ...

Build a new greenfield facility. Lead a team with women in main roles. Be a good mentor.

Ari



Cargill's customer-driven aspect is what excited me.

Tell us about gender inclusion and equity at Cargill?

Cargill has an open and inclusive work environment. Our leaders care about DEI in the workplace and encourage everyone to speak up. We have also had several successful inclusivity projects and initiatives at our plants for female employees.



Meaghann

Lead Engineer
Corporate,
Canada (Saskatchewan, Clavet)

Cargill has always supported my development plan.

What's a common unconscious bias about women in Operations?

I believe that it's common for women in operations and technical roles to be perceived as less experienced or less competent. We are forced to prove our expertise compared to our male counterparts.

What's a day in your life like, in your role?

I make sure that our projects meet Cargill's design requirements. I spend my days ensuring outstanding design items are completed, and help solve issues that impede construction.

What's the role of technology in your work?

Technology allows me to work efficiently with people all over North America, every day.

Cargill opened my eyes to ...

Hazard recognition and the importance of safety in the workplace and at home. Since working for Cargill, I have learned so much about how to keep others and ourselves safe. I appreciate the focus on Zero Harm and figuring out how each of us can impact this.



How did Cargill set you up for success when you first joined?

Cargill has been extremely pivotal in my career evolution and has always supported my development plan. I was encouraged to attend multiple trainings that established the foundations of my career and helped build my Cargill network. This unwavering support and attention toward my personal and professional development has helped accelerate my growth.



Meaghann

OPERATIONS

Empowering a new generation of leaders and innovators to nourish the world

Find your place at the heart and soul of our business. Join us in Operations at Cargill and start your own success story journey.

Learn more and apply

Working at Cargill



Cargill Women
in Operations

