

Building Careers

IN THE RED RIVER VALLEY

This Co-Op is ideal for a sophomore or junior student majoring in Chemical, Mechanical, or Electrical Engineering who wants to work full-time during one semester and the summer months the following year. American Crystal Sugar Company offers an environment that will expose the Co-Op student to a variety of engineering-related situations, as well as experience in a business setting. The following information highlights the details of an Engineering Co-Op with American Crystal Sugar Company.

To apply, go to www.crystalsugar.com and complete a company application. Please attach a cover letter and resume to supplement your application.

Questions? Contact Human Resources:

Email mhanson@crystalsugar.com

Phone 218-236-4419



American Crystal Sugar Company
is an equal opportunity employer.

ENGINEERING CO-OP PROGRAM AT AMERICAN CRYSTAL



Seeking Co-Ops to work
January 2025 to August 2025

THIS PROGRAM WAS DESIGNED to offer the Engineering student engineering-related situations during various phases of the business operation. The following is an example of potential progression; however, it is not a guarantee.

ENGINEERING CO-OP

- January 2025 to August 2025 at one of our factory locations.

ENGINEERING SUMMER INTERNSHIP

- Upon completion of a successful Co-Op, the student may have the opportunity to work part-time during the subsequent school year, between the Co-Op and summer internship experiences.
- May be available the following summer for students who have successfully completed the Co-Op.
- May/June 2026 to August 2026 at one of our factory locations.

ENGINEER

- The Engineer Program is a full-time company position that facilitates exposure to all facets of the business and is a fast track into a specific position within the company. It usually lasts 12-18 months.
- Individuals who have successfully progressed through the Co-Op and Intern level may be considered for the Engineering Program.
- Candidates for the Engineer Program will have completed their degree before acceptance into the Engineer Program.

\$23.00/hr STARTING WAGE
with increases for successful advancements
to additional positions

POSSIBLE CO-OP WORK LOCATIONS

- East Grand Forks, MN
- Hillsboro, ND
- Drayton, ND
- Moorhead, MN
- Crookston, MN

IDEAL CANDIDATE

- Sophomore or Junior in a Bachelor's level Mechanical, Chemical, or Electrical Engineering Program.
- Minimum GPA of 3.0.
- Must be able to attend the full-time Co-Op Program from January 2025 through August 2025.
- Will have effective time management and organizational skills, excellent communication, and strong independent initiative.

WORK SCHEDULE

- Full time, generally 8:00 AM to 4:30 PM during the fall or spring.
- Summer business hours are typically Monday through Friday, 7:00 AM – 3:30 PM. Some flexibility may be allowed with advance notice.

PERSONAL AND HOLIDAY TIME

- Earn 1 hour of Earned Sick and Safe Time for every 30 hours worked (up to 48 hours per year).
- Receive pay for regularly scheduled hours on company observed holidays.

UNIVERSITY CO-OP CREDIT FEES

- American Crystal Sugar Company will pay these fees for the student co-op.