STg™

Student Guide

2026 Poland Internship Program

Application Deadline:
October 17, 2025

Poland Internship Program Student Guide

Table of Contents

Poland Internship Program
Student Guide

Table of Contents Continued

PROGRAM

Program Timeline

July 2025 - September 2025

Program Finalized &
School Selected

- Consultation and Strategy Planning.
- Program Setup
- Jim Engaged with Poland University

October - November 2025

Student Marketing,
Recruitment and
Selection

- Program Marketed to Students
- Student Application and Interviews
- Student Selection and Notifcation

December - 2025

Implementation

- Visa Process
- Travel and Housing Arrangements
- Program Content Refined

January 2026

Final Preparations

- Visas Finalized
- Housing Finalized

February 2026 - November 2026

Arrival
Program Launch

- Program Operationalized
- Refinement
- Feedback

Program Objectives

The **STgen Poland Internship Program** is a strategic initiative designed to identify, train, and develop future agricultural leaders from Poland through immersive, hands-on internships in the United States. These student ambassadors will gain technical expertise in livestock genetics and reproductive technologies, experience U.S. agricultural practices, and return to Poland as long-term advocates and collaborators for STgen.
This program is launched in response to Poland's rising prominence in European agriculture and its growing role in food production amid declining outputs in Western Europe due to anti-agriculture legislation. The goal is to build enduring, high-impact relationships with the next generation of Polish agriculture professionals.

Program Overview

- Program Recruitment: Fall 2025
- Program Begins: February 2026
- Participants: 8 students annually
- Program Duration: 9 months
- Internship Locations: 4 sites across STgen operations in the U.S.
- Student Distribution: 2 students per track
- Focused Tracks:
  a. Swine Reproductive Genetics & Management
  b. Bovine Reproductive Biology – Male (Semen Processing & Sorting)
  c. Bovine Reproductive Biology – Female (Embryo Transfer, AI, IVF)
  d. Dairy Management Experience

Each track will include customized rotations and learning experiences designed and delivered by domain experts in the U.S.

Benefits to Students

- Opportunity to learn from the global industry leader in livestock genetics and reproductive biology
- Firsthand experience of U.S. agricultural operations and American life
- Daily immersion in English-speaking environments
- Career advantage from global exposure
- Professional growth and practical training,, scientific knowledge, and international work experience
- Build lasting relationships with experts, researchers, and peers at ST Genetics

Program Requirements

Applicants must meet the following criteria to be considered

Education: Currently enrolled in the 3rd or 4th year of a 4-year degree program in Agricultural Science, Veterinary Science, or a related field

Language Skills: Demonstrated proficiency in both spoken and written English

Residency: Willingness to live in the assigned U.S. location for the full 9-month program

Capstone Project: Commitment to prepare and deliver an internship capstone presentation at the conclusion of the program

Standards & Compliance: Adherence to biosecurity protocols and animal welfare standards at all times

Confidentiality: Agreement to sign and uphold a Non-Disclosure/Confidentiality Agreement

Student Support Provided By STgen

As part of the program, interns will receive the following support:

Housing – Provided at or near the internship site for the duration of the program

Arrival Stipend – $1,000 one-time stipend to help cover initial food, supplies, and essentials

Monthly Stipend – $2,000 per month to assist with basic living expenses.

Visa Support – Full coordination, cost coverage, and management of all visa-related requirements

Round-Trip Airfare – Travel to and from the U.S. will be arranged and covered by the program

Application Process

To apply for the ST Genetics Poland Internship Program, please answer questions below/prepare and submit the following required materials by no later than **October 17, 2025:**

Résumé / CV – Include your academic background, work experience, skills, and extracurricular involvement.

Cover Letter or Statement of Interest – Explain why you want to join the program, what you hope to gain, and how you can contribute

Academic Transcript – An unofficial transcript is fine. This helps us understand your academic progress and relevant coursework

References or Recommendation Letters – At least one from a professor, advisor, or employer who can speak to your strengths

Essay Questions – Short written responses (250–300 words each):

Why are you interested in this internship, and what do you hope to gain?

Tell us about a time you adapted to a new culture, challenge, or environment

Passport Status – Do you have a valid passport? If not, are you eligible to obtain one?

Language Proficiency – Provide scores, coursework, or a self-assessment of your English speaking abilities

Preferences – In which of the four program tracks are you most interested? If you are interested in multiple options, please indicate by order of preference

- Reproductive and Sire Management Track
- Embryo Transfer Track
- Swine Experience Track
- Dairy Management Track

Submit application materials to: Jim Mazurkiewicz, Program Liaison/Student Contact:

Email jim.mazurkiewicz@ag.tamu.edu

T: 979.845.1554

Why ST Genetics?

At STgenetics, we are revolutionizing the future of agriculture and animal genetics through cutting-edge technology, innovation, and a deep commitment to excellence. As the global leader in livestock reproductive solutions, we empower our team to push boundaries and make meaningful contributions to an industry that feeds the world. When you join STgenetics, you become part of a forward-thinking organization where innovation rules and your unique talents are not only valued but celebrated. We foster growth and offer global opportunities to shape the future of genetics. If you're ready to make an impact, grow your career, and work with a passionate team dedicated to pioneering genetic advancements, we invite you to be part of our journey.

Our Approach

Reproductive & Sire Management Track

Reproductive & Sire Management Track

Executive Sponsor: Bobby Fair, EVP, Global Production & Distribution

Internship Location: College Station, (Navasota), Texas, United States

Program Overview

This immersive internship experience provides hands-on training and learning in advanced animal reproductive technologies, sire management, and animal welfare practices. Interns will develop both practical skills and scientific understanding through structured rotations, mentor-guided activities, and direct exposure to world-class operations in bovine reproduction.

Learning Content

1. Animal Welfare & Ethical Care Foundations

Objective
Build foundational knowledge and accountability around ethical animal care standards.

· Zero Tolerance Policy & Five Freedoms Training

· Understand STgenetics' animal welfare philosophy and non-negotiable standards.

· Learn the Five Freedoms of Animal Welfare and how they are applied in daily care practices..

1. Animal Welfare & Ethical Care Foundations Cont.

· Observe and report on animal behaviors to identify stress, discomfort, or injury.

· Daily Observation & Reporting

· Learn to detect signs of illness, discomfort, or behavioral abnormalities.

· Practice structured observation logs and escalation procedures.

2. Sire Management

Objective
Develop skillsets related to the daily management, preparation, and collection from genetically valuable sires.

· Feeding and Care Protocols

· Daily nutrition routines, hydration requirements, and environmental enrichment for bulls.

· Role of dietary consistency in reproductive health and semen quality.

· Sire Behavior & Breed Differences

· Learn behavior patterns and temperament differences between beef and dairy breeds.

· Understand risk factors, body language cues, and safety measures.

· Sexual Preparation & Sire Collection

· Training in bull stimulation techniques, handling safety, and collection area protocols.

· Sanitation, documentation, and animal stress minimization practices.

3. Donor (Female) Management

Objective
Gain exposure to female donor cycles, handling, care, and fertility technologies.

· Feeding and Health Monitoring

· Learn daily care standards for donor females across production stages.

· Recognize estrus indicators and signs of reproductive health issues.

· Multi-Animal Handling Techniques

· Practice humane and efficient handling in chute systems, pens, and open environments.

· Learn to manage animal flow with minimal stress and high safety.

· Artificial Insemination (AI) and Embryo Transfer

· Overview of AI protocols, tools, timing, and insemination techniques.

· Understand embryo collection, grading, and implantation processes.

· Introduction to In Vitro Fertilization (IVF)

· Learn steps in ovum pick-up, oocyte grading, fertilization, and embryo culture.

· Understand lab-to-animal coordination and quality control checkpoints.

4. Semen Handling, Processing & Technology

Objective

Train in laboratory-grade reproductive technology and processing of bovine semen

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·Semen Collection & Initial Handling

·Best practices for sample transfer, labeling, and preservation post-collection.

·Semen Processing & Analysis

·Microscopy & Evaluation

·Learn to evaluate motility, morphology, viability, and concentration.

·Understand the use of CASA (Computer Assisted Sperm Analysis) systems.

·Extender Use and Dilution Calculations

·Learn proper mixing, dilution ratios, and impact of extender types on sperm health.

·Semen and Sample Preparation

·Basics of sterile technique, pipetting, centrifugation, and preparation stations.

·Advanced Instrumentation

·Learn basics of flow cytometry and microfluidic sorting for sex-sorting.

·Observe high-tech processing for sperm DNA integrity and sorting accuracy.

·Freezing & Cold Room Training

·Packaging, labeling, cryoprotectant application, and freezing curves.

·Safety protocols and documentation for cryo-storage units.

Program Features

Learning Components

· Daily Hands-on Training in lab and field environments.

· Weekly Knowledge Check-Ins with mentors and technical specialists.

· Capstone Reflection with journal entries on key learning areas and personal development.

· End-of-Program Presentation on a selected topic (e.g., semen quality trends, sire stress mitigation).

Soft Skills Development

· Observation and Documentation Discipline

· Teamwork under High-Control Protocols

· Communication in Fast-Paced Environments

· Ethical Decision-Making in Animal Care

Potential Flow & Structure

Phase	Focus Area	Key Learning Activities
1	Onboarding + Animal Welfare	Intro sessions, tours, zero tolerance training
2	Sire Management	Feeding, behavior, safety, collection observation
3	Donor Management	Care, handling, intro to AI/ET
4	IVF & Advanced Repro	IVF theory, embryology lab exposure
5	Semen Handling Basics	Handling, labeling, motility testing
6	Advanced Processing	Sex-sorting tech, advanced instrumentation
7	Freezing & Packaging	Cold room safety, cryo-packaging, QA checks
8	Wrap-Up & Capstone	Presentation, feedback sessions, future pathways

Success Metrics

- Completion of core learning objectives
- Demonstrated proficiency in daily protocols
- Final capstone presentation quality
- Positive Mentor/Manager evaluation and feedback

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Embryo Transfer Track

Embryo Transfer Track

Executive Sponsor: Pablo Ross, Chief Scientific Officer

Internship Location: College Station, (Navasota), Texas, United States

Program Overview

This intensive externship offers immersive, hands-on learning in advanced bovine reproductive biotechnology, with a concentrated focus on embryo transfer (ET),in vitro fertilization (IVF), and oocyte management. Interns will gain practical skills in reproductive diagnostics, hormone synchronization, embryo handling, and donor/recipient management. This program is designed for students preparing for careers in veterinary reproduction, animal science, or embryology.

Learning Content

1. Animal Welfare & Ethical Care Foundations

Objective
Objective: Reinforce best practices in ethical treatment of reproductive animals and institutional compliance standards.

· Zero Tolerance Policy & Five Freedoms Training

· Understand STgens' animal welfare philosophy and non-negotiable standards.

Daily Observation & Animal Behavior Tracking

- Monitoring health, discomfort, stress indicators; using structured logs and escalation protocols.

2. Nutrition & Conditioning of Breeding Females

Objective
Build competence in managing health and nutrition to optimize reproductive success.
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- Feeding Protocols & Nutritional Planning.
  - Understand stage-specific nutrition for oocyte donors and recipients.
- Health Monitoring & Reproductive Readiness
  - Physical assessments and recognition of fertility-related health concerns.

3. Animal Handling & Restraint Techniques

Objective
Train in safe, humane, and efficient cattle handling methods during reproductive interventions.
:

- Low-Stress Movement Techniques
  - Operate within chutes, pens, and restraint systems.
- Handling for Procedures
  - Learn safe positioning and restraint for ultrasounds, aspirations, and transfers.

4. Reproductive Cycle Management

Objective
.Apply protocols to synchronize estrus cycles and manage reproductive stages in donor and recipient animals.
:

- Estrus Detection & Protocol Adherence
  - Training in heat detection, cycling irregularities, and synchronization calendars.
- Synchronization Strategies
  - Execute hormone protocols using prostaglandins, progestogens, and GnRH.

5. Semen Handling & Artificial Insemination

Objective
Objective: Build fluency in semen preparation, quality assessment, and insemination methods
:

- Semen Thawing & Evaluation
  - Hands-on with thawing procedures and quality checks (motility, morphology, concentration).
- AI Techniques & Timing
  - Train in proper deposition techniques and synchronization-linked timing.

6. Ultrasonography for Reproductive Monitoring

Objective
Utilize ultrasound to track reproductive health, ovarian activity, and pregnancy outcomes.

- Follicular Tracking
  - Identify dominant follicles, CL presence, and follicle wave dynamics.
- Pregnancy Diagnosis
  - Perform and interpret early-stage ultrasound-based confirmations.

7. Oocyte Aspiration & IVF Preparation

Objective
Perform and assist in OPU procedures and prepare oocytes for IVF lab processes.

- Ultrasound-Guided Oocyte Aspiration (OPU)
  - Observe and assist with guided follicle puncture and oocyte retrieval.
- Oocyte Identification & Grading
  - Microscopic evaluation of cumulus complex, maturation potential, and viability.

8. Embryo Handling, Evaluation & Transfer

Objective
Gain proficiency in embryo lab procedures and synchronized transfer techniques.

- Embryo Grading & Microscopy
  - Classify embryo stages and quality using IETS guidelines.
- Embryo Transfer Techniques
  - Train in thawing, loading transfer guns, and transferring to recipients under supervision.

Program Features

Learning Components

- Daily hands-on training in lab, chute, and reproductive field environments
- Weekly mentor check-ins and skill-building evaluations
- Structured capstone project and journal-style reflections
- End-of-program presentation focused on a clinical or technical topic (e.g., synchronization protocol outcomes, embryo viability trends)

Soft Skills Development

- Technical accuracy under sterile conditions
- Communication during high-focus procedures
- Ethical judgment in reproductive decisions
- Log management and detailed documentation

Soft Skills Development

· Observation and Documentation Discipline

· Teamwork under High-Control Protocols

· Communication in Fast-Paced Environments

· Ethical Decision-Making in Animal Care

Potential Flow & Structure

Phase	Focus Area	Key Learning Activities
1	Onboarding & Welfare	Facility tours, ethical policy deep dive
2	Nutrition & Handling	Female care protocols, safe movement
3	Cycle Management	Synchronization and AI technique exposure
4	Semen Handling	Quality checks, thawing, AI practice
5	Ultrasonography	Repro monitoring, pregnancy confirmation
6	Oocyte Aspiration	OPU observation, lab handling
7	Embryo Transfer	Grading, freezing, synchronized transfer
8	Wrap-Up & Capstone	Presentation, feedback session

Success Metrics

- Verified completion of learning objectives by mentor
- Demonstrated proficiency in oocyte and embryo lab handling
- Completion of capstone presentation and reflection journal
- Manager and technical mentor feedback on engagement, safety, and learning progress

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Swine Experience Track

Swine Experience Track

Executive Sponsor: Francisco Bobadilla, EVP, AccuFast & GVI

Internship Location: Watertown and/or Germantown Wisconsin, United States

Program Overview

This immersive international internship offers hands-on training in advanced swine reproduction, animal care, and applied research, Through structured rotations, interns will gain practical experience and scientific knowledge across key aspects of swine reproductive technology and production systems. Interns will work directly with industry professionals, researchers , and animal care teams to build expertise in booth laboratory and on-farm environments.

Learning Content

1. Semen Cryopreservation & Quality Control

Objective
Train in semen freezing techniques and quality assurance processes used in swine artificial insemination

- Cryopreservation Processes
  - Hands-on training in semen freezing protocols and cryoprotectant application.
  - Learn freezing curve programming and straw/ampule packaging methods.
- Quality Control Measures
  - Routine semen evaluations including motility, morphology, and viability assessments.
  - Bacterial culture techniques and contamination risk mitigation.
  - Flow cytometry exposure for advanced cell analysis and DNA integrity assessment.

2. In Vitro Fertilization (IVF) & Embryo Handling

Objective
Develop foundational knowledge of swine IVF protocols and gain exposure to embryo development and transfer processes.

- Oocyte Aspiration & Handling
  - Learn aspiration techniques from donor sows and oocyte selection protocols.
  - Understand oocyte grading and maturation timelines.
- Embryo Culture & Transfer
  - Observe embryo fertilization, development stages, and lab environment conditions.
  - Assist in embryo transfer procedures into synchronized recipient sows.

3. Advanced Insemination Techniques

Objective
Experience cutting-edge methods to maximize genetic utilization of sires.

- Deep Intrauterine and Frozen Semen Insemination
  - Learn advanced catheter placement and semen thawing techniques.
  - Understand timing, dosage, and site-specific insemination impacts.
- Laparoscopic Procedures
  - Assist in minimally invasive laparoscopic AI under supervision.
  - Understand surgical asepsis and recovery procedures.

4. Hormonal Synchronization Protocols

Objective
Gain working knowledge of estrus synchronization for reproductive management.
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- Hormone Administration
  - Train in the administration of PG600, matrix, and other hormone protocols.
  - Learn to evaluate gilts/sows for reproductive stage and treatment effectiveness.
- Cycle Monitoring & Timing
  - Use behavioral and physiological indicators to align treatment timing.
  - Observe the impact of synchronization on breeding schedules.

5. Research Experiment Coordination

Objective
Understand the principles of applied research in swine systems.

- Study Design & Animal Allotment
  - Participate in experimental planning, randomization, and animal assignment.
  - Maintain accurate field logs and compliance documentation.
- Data Collection & Analysis
  - Assist in real-time data gathering from on-farm and harvest environments.
  - Work with camera and sensor-based technology for behavior and growth tracking.

6. Swine Production & Animal Care

Objective
Build hands-on competence in swine management throughout reproductive cycles.

- Daily Care & Welfare Monitoring
  - Engage in routine care of gilts and sows during breeding, gestation, and farrowing.
  - Monitor piglet development and support care through weaning stages.
- Biosecurity & Health Practices
  - Follow strict biosecurity procedures and hygiene protocols.
  - Identify signs of illness or distress and understand escalation practices.

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Program Features

Learning Components

- Daily hands-on experience in lab, production, and field environments.
- Weekly technical mentoring with expert scientists and veterinarians.
- Capstone Project with reflection on key findings and applied skills.
- End-of-program presentation summarizing technical insights and personal development

Soft Skills Development

- Professional communication across cultures and teams
- Time and task management in fast-paced, variable conditions
- Scientific observation and accurate data logging
- Collaboration and accountability in research and animal care settings

Potential Flow & Structure

Phase	Focus Area	Key Learning Activities
1	Orientation & Safety	Lab and farm protocols, biosecurity, intro to care systems
2	Semen Cryopreservation	Freezing, QC procedures, flow cytometry
3	IVF & Embryo Transfer	Oocyte aspiration, embryo culture, lab coordination
4	Insemination Techniques	Deep IU AI, frozen semen handling, laparoscopic support
5	Hormonal Synchronization	Treatment cycles, monitoring, administration timing
6	Research Coordination	Study design, animal allotment, data collection techniques
7	Production & Animal Care	Farrowing support, piglet care, sow monitoring
8	Capstone & Wrap-Up	Presentation, feedback, future opportunities discussion

Success Metrics

- Completion of all hands-on and technical modules
- Active participation and collaboration with assigned mentors
- Demonstrated proficiency in protocols and safety adherence
- Quality and insightfulness of final capstone presentation
- Positive mentor evaluations and attendance benchmarks

Dairy Management Track

Dairy Management Track

Executive Sponsor: Paul Detwiler, General Manager, Ohio Heifer Center

Internship Location: South Charleston, Ohio, United States

Program Overview

This immersive internship offers hands-on training in dairy management, maternity care, dairy reproduction, veterinary support, and modern dairy operations. Interns will gain practical skills and scientific knowledge through structured rotations, working alongside experienced animal care teams, veterinarians, and reproduction specialists. The program is designed to build technical proficiency and foster an understanding of best practices in animal health, welfare, and productivity.

Learning Content

1. Calf Care & Feeding Protocols

Objective
Build foundational competence in feeding, monitoring, and managing young calves up to weaning.

- Daily Feeding Routines
  - Learn protocols in both crib and automatic feeder systems.
  - Understand nutrition requirements and hydration practices for pre-weaned calves.
- Health Monitoring & Wellness
  - Use daily observation techniques to detect signs of illness or stress.
  - Identify and treat calves needing electrolyte therapy.
- Animal Movement & Recordkeeping
  - Practice safe calf handling, barn management, and animal movement techniques.
  - Track consumption, vaccination, and treatment records using basic inventory practices.

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2. Maternity Management

Objective
Develop knowledge and skills related to calving support, colostrum management, and newborn calf care.

- Calving Observation & Assistance
  - Monitor labor signs and assist safely during calving.
  - Ensure timely administration of vaccines and colostrum post-birth.
- Colostrum Quality & Harvesting
  - Milk fresh cows for colostrum, test and score its quality, and administer to newborns.
  - Collect blood samples to evaluate passive transfer of immunity (protein levels).
- Newborn Calf Care
  - Apply techniques to promote a healthy start for calves.
  - Maintain a clean, nurturing environment for calves on milk.

3. Embryo Transfer & Reproduction

Objective
Gain exposure to bovine reproductive technologies and embryo transfer processes.

- Estrus Synchronization & Heat Detection
  - Learn hormone protocols and methods to identify animals in heat.
- Artificial Insemination & Reproductive Evaluation
  - Understand AI procedures and assist with reproductive evaluations, including ultrasound imaging.
- Embryo Transfer & Lab Exposure
  - Assist in embryo flushing, handling, freezing, and transfer of fresh and frozen embryos.
  - Gain lab exposure to embryo quality assessment and IVF embryo handling.

4. Veterinary Services

Objective
Learn to identify and manage common calf diseases and apply basic veterinary care techniques.

- Disease Recognition & Treatment
  - Confidently identify common calf illnesses and apply treatment protocols.
  - Administer medications via intramuscular (IM), subcutaneous (SQ), and oral routes.
- Sample Collection & Processing
  - Practice drawing blood and preparing samples for lab submission.
  - Support vet team operations (e.g., stocking trucks, assisting with tasks).

5. Lactating Cow Management & EcoFeed Trials

Objective
Develop core skills in dairy herd management and feed efficiency data collection.

- Milking & Health Management
  - Follow proper milking procedures in both traditional parlor and robotic systems.
  - Identify and treat common health issues following herd health protocols.
- Robotic Milking Systems
  - Monitor and maintain Lely robotic milking equipment.
  - Respond to health and fetching events reported by the system.
- EcoFeed Feed Efficiency Trials
  - Collect data to evaluate growth and health in heifers.
  - Measure rate of gain, draw blood samples, and assess residual feed intake.

Program Features

Learning Components

- Daily hands-on training across barn, maternity, reproduction, and lab settings.
- Weekly mentoring with animal care leaders, veterinarians, and technical specialists.
- Capstone reflection project highlighting key learnings and applied skills.
- End-of-program presentation on a selected area (e.g., calf wellness tracking, colostrum quality trends).

Soft Skills Development

- Precision in observation and documentation
- Teamwork in fast-paced, animal-focused environments
- Communication with cross-functional teams
- Ethical decision-making in animal care and health

Potential Flow & Structure

Phase	Focus Area	Key Learning Activities
1	Orientation & Safety	Farm tours, protocols, animal welfare overview
2	Calf Care	Feeding systems, health monitoring, daily routines
3	Maternity Management	Calving observation, colostrum collection, newborn care
4	Reproduction & Embryos	AI, heat detection, embryo flushing, lab exposure
5	Veterinary Services	Disease ID, medication admin, sample collection
6	Lactating Cow Care	Milking systems, herd health, robotic system monitoring
7	EcoFeed Trials	Data collection, feed intake analysis, growth tracking
8	Capstone & Wrap-Up	Presentation, mentor feedback, career pathway discussion

Success Metrics

- Completion of technical skill modules across all rotations
- Active participation and contribution to daily operations
- Demonstrated proficiency in core protocols
- Quality and clarity of capstone presentation
- Positive feedback from mentors

Program Leadership & Coordination

Dr. Jim Mazurkiewicz
Poland Internship Program Liaison & Student Recruitment Contact

Professor Emeritus, Regents Fellow and Leadership Program Director, Texas A&M University

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Justine Smith
Program Manager/HR Manager

Program Management & Administration
Student Housing
Student Travel

Dr. Gregg BeVier
COO/Chief of Staff

Executive Sponsor

Dr. Pablo Ross
Chief Scientific Officer

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Francisco Bobadillo
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