



Director of Global Operations

Company Background

Please visit www.syntechresearch.com

Job Purpose

To participate with SynTech Research's CEO and Board of Directors in developing the Business Strategy for profitable growth, and then to take accountability for translation and year-on-year delivery of the strategy, through the SynTech Research management structure and operating units.

Job Responsibilities

1. Manage the implementation of the strategy, via business units, ensuring that operations are efficient and effectively deliver competitive services and communications that exceed client expectations.
2. Develop and cascade the organization's strategy and mission to all managers and staff, implement appropriate rewards/recognition and coaching/corrective practices, to align personnel with company goals.
3. Maintain and monitor staffing levels, knowledge, skills, expectations and motivation to fulfill organizational requirements. Lead commitment to, and development of, the SynTech Research brand and vision in both owned and alliance business units.
4. Ensure that business unit resources (capital, revenue, manpower) are identified, prioritized, secured, and managed to achieve the global business strategy.
5. Manage the organizational structure including the definition of reporting relationships and functional responsibilities. Create an environment that will unify and motivate the teams within each country, regions and globally.
6. Develop and administer techniques to measure and manage performance standards for functional teams. Define and manage the priorities for each unit and functional group in line with capacity, and standards of quality and customer service.
7. Develop, gain approval for, and monitor the annual business budget and forecasts of income, expenditure, profit and cash, and ensure delivery including timely reactions to deviations.
8. Work with HR to ensure proper recruitment, staffing rewards, development, and retention plans are developed and implemented. Participate in the development, and then drive implementation and monitoring of, business policies, procedures and processes, including Finance, Training, Development, Image and Health & Safety
9. Understand SynTech's competitive environment on a global and regional basis, and lead the design, development, positioning and pricing of SynTech Research services with all business units in line with SynTech business strategy.
10. Demonstrate and lead a corporate "CAN DO" culture that delivers SynTech's mission to provide expert services delivering competitive advantage to customers

Experience and Skills Requirements

- Minimum of M.S. plus 20 years of experience or Ph.D. plus 15 years of experience in Agricultural sciences, including operation of field R&D, business management, staff management and project leadership.
- Highly effective English Language written and presentation skills, plus relevant computer knowledge and skills. Knowledge of French and Spanish is beneficial.

- **Other Required Competencies and Skills:**

Leadership, Business Awareness, Strategic Thinking, Customer Orientation, Setting Direction/Results Orientation, Influencing, Team Working, Setting Standards and Expectations, Creating Accountability, Flexibility/Adaptability, Effective Communication, Energy and Robustness.

Reports to: CEO

Availability: from September, 2011

Compensation: This is a full time position. Salary will be based on qualifications and experience of the successful applicant, to include basic salary and bonus based on personal and business performance.

Location: USA or France. The job is global in reach and will involve international travel (approximately 20%).

To Apply: Please email resume to Ms. Taira Mulleken, tmulleken@syntechresearch.com

26 July 2011