



Director of Laboratory Services

Company Background

Please see www.syntechresearch.com

Job Purpose

To participate in developing the Business Strategy and then to take accountability for SynTech Laboratory Services' translation and year-on-year delivery of the strategy, through the design, development, positioning and pricing of offerings, via SynTech Laboratory Services and relevant operating units.

Job Responsibilities

1. To participate with SynTech Research's CEO and Board of Directors in developing the Business Strategy for profitable growth, including contribution of an understanding of present and future demand and supply requirements for SynTech's Laboratory Services within the global competitive environment.
2. Develop and cascade the organization's strategy/mission to SynTech Laboratory Services managers and staff, creating an environment that will unify and motivate, delivering commitment to the SynTech Research vision and brand in the company's owned and alliance business units.
3. Develop, gain approval, and monitor the annual SynTech Laboratory Services budget and three-year forecasts, for income, expenditure, profit and cash, by ensuring that resources (capital, revenue, manpower) are identified to achieve SynTech's Laboratory Services contribution to the global business strategy.,
4. Define and manage the priorities for each relevant unit and functional group and drive delivery of quality, competitive services and communications that meet and/or exceed client expectation, and deliver profitable growth, optimizing use of operational capacity and ensuring delivery of budget, including timely reactions to deviations.
5. Manage and evolve the SynTech Laboratory Services organizational structure including the definition of reporting relationships and functional responsibilities. Monitor and maintain staffing levels, Knowledge-Skills-Attributes, expectations and motivation to fulfill business requirements.
6. Develop and administer techniques to measure and manage performance, implementing appropriate rewards/recognition and coaching/corrective practices to align personnel with company goals.
7. Participate in the development, and then drive implementation and monitoring, of business policies, procedures and processes, including relevant Finance, Training, Development, Image and Health & Safety. Work collaboratively with HR to ensure proper recruitment, staffing rewards, development, and retention plans are developed and implemented.
8. 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 Required:

- Minimum of M.S. plus 20 years of experiences or a Ph.D. plus 15 years of experience in Agricultural sciences, business, and management including operation of laboratory R&D, staff line 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.

Competencies Required:

Leadership, Business Awareness, Effective People Management, Strategic Thinking, Customer Orientation, Setting Direction/Results Orientation, Influencing, Creating Accountability, Flexibility/Adaptability, Effective Communication, Energy and Robustness.

Reports to: CEO

Position and Availability: This is a full time position, starting January, 2013

Compensation: Will be based on qualification of applicant. It will include basic salary and bonus based on personal and business performance.

Location: Stilwell, Kansas. The job will involve some travel (approximately 10%).

To Apply: Please e-mail resume to Ms. Deanna Stephens, dstephens@syntechresearch.com