

Mission

To provide competitive, independent, investigative research and product development in: crop production; crop protection; food quality; environmental preservation, product stewardship, genetics and seeds.

Essential Duties and Responsibilities

- Responsible for effectively managing , and assigning tasks to the Terrestrial team. The Terrestrial Team Lead, in cooperation with the other Team Leaders will communicate and update staff and other support groups. Frequent communication with upper management and quality assurance are essential aspects of this position.
- Oversee and prepare the study protocols, coordinate with field cooperators throughout the U.S., Canada , or other international loactions during the study conduct and monitor sample processing and analyses. If processing is needed from a third-party vendor, the Terrestrial Team Lead will ensure the appropriate coordination of sample shipment and processing while ensuring that all work is being conducted under strict adherence to Good Laboratory Practices (GLP).
- Oversee and is actively involved in the day-to-day administration of all Terrestrial research programs. Manage and coordinate the design, planning, coordination, application, maintenance, evaluation and execution of all Terrestrial research programs in the area of Terrestrial Ecotoxicology to determine the potential unintended effects of Agrochemicals, Biocides and Seeds/Traits on Terrestrial Non-Target Organisms (NTOs) such as pollinators.
- Ensure all required organisms, supplies, and related activities are in place so that all study activities, as specified in the SOPs, protocol, and GLP's, are completed successfully.
- Manage and oversee all PI responsibilities to include: preparing the study notebook and collecting all required data; keeping the SD up-to-date on all pertinent developments in the planning and conduct of the study; interpreting statistics and evaluating studies for regulatory acceptance; preparing field phase reports as well as draft study protocols and draft study reports; and performing all agronomy tasks for field trials (this could include site selection, planting, crop maintenance, applications, sampling, etc.).
- Provide technical direction to the various field cooperators and laboratory personnel in order to assure quality work and timely completion of the study prior to inclusion into the final study report.
- Oversee all communication with the Client during study initialization and conduct (in-life phase) and submit timely study updates to the Sponsor without fail. Ensure field and/or analytical report for Client is completed in a timely manner and make sure it is complete and suitable for submission to the appropriate regulatory agency.
- Ensure all Terrestrial projects are performed in accordance with client commitments, SOP's, and GLPs as required. Seek and provide GLP training opportunities for Terrestrial team when deemed appropriate and necessary.
- Maintain awareness of new developments in the relevant sciences and of changes in regulatory guidelines and requirements related to agrochemical research and registration. Communicate to staff and management as necessary in order to remain current with Client's needs.

SynTech Research Key Expectations and Required Competencies

- **Mission and Values Driven** – Clearly understand the mission and values of SynTech Research to ensure all work performance aligns to the mission and values. All employees are expected to promote a “CAN DO” attitude and demonstrate a willingness to work in a professional and collaborative manner. Demonstrate a commitment to continuous learning and self-improvement.
- **Integrity, Ethics, and Collaboration** – Treat people with respect and individuality; do what you say; be fair and equitable in all interactions; be a good steward of company resources; and work effectively with others.
- **Safety** – Put safety first by anticipating and performing actions necessary to avoid hazardous work-related conditions which could result in injury, harm, or loss.
- **Leadership and Communication** – Inspire the trust of others; balance team and individual responsibilities; give and welcome feedback; exhibit objectivity and openness to others’ views; contribute to holding each other accountable and building a positive team spirit; put the success of team above own interests; ensuring the team is mobilized with the right material at the right place, and influencing people to take the right action at the right time. Write clearly and informatively; edit work to high standards of written presentation.
- **Adaptability, Flexibility, and Critical Thinking** – Effectively manages competing demands and is able to change course when new information becomes available. Identify and resolve problems in a timely manner; gather and analyze information skillfully; and develop alternative solutions.
- **Attention to Detail and Timely Follow-up** – Demonstrates thoroughness and accuracy in work activities through concern for all areas involved. Plans and prioritizes work activities, uses time efficiently to meet deadlines and provide timely follow-up for all issues.

Qualifications

The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the job position.

Education and Experience:

- This position requires a minimum BS in related Science degree with 7 years relevant experience, or MS with 5 years relevant experience, or PhD with 2 years of relevant experience.
- Five to seven years progressive leadership experience in direct or indirect job responsibilities related to Terrestrial and Study Director duties.
- Experience in laboratory project management, implementation of laboratory procedures, and analytical testing methodologies.
- A proven history of excellence in client service, management, leadership, lab operations management, terrestrial, and study director role.
- Able to travel frequently, required.
- Able to read, write, speak, and understand English fluently while performing the job duties which require this ability, required. Competence in other languages preferred, but not required.

I have read and understand this written job description for the Terrestrial Team Lead, and believe I am fully capable of performing all listed requirements of this job position.

Employee signature

Date