



DIRECTOR OF BUSINESS DEVELOPMENT AND SALES

Job Purpose

To lead activity and deliver results against SynTech's strategic goals for Business Development and Sales

Essential Duties and Responsibilities

1. Contribute to the formation of the SynTech Research business strategy and long term goals by the CEO/Leadership Team
2. Propose and gain agreement to the Business Development and Sales strategy, goals and initiatives from the CEO/Leadership Team in line with the above
3. Develop, gain approval, and monitor the annual Sales, Business Development and Marketing plans and budgets based on agreed tactical and strategic goals, including sales plans by customer.
4. Cascade the organization's strategy and goals to appropriate Business Development team members and lead the execution of plans by relevant groups.
5. Promote the SynTech image and brand. Proactively seek new business opportunities, maintain/grow the existing customer base, and manage up to 5 client visits/year
6. Ensure all Sales, Business Development and Marketing systems are fully aligned with-operational processes.
7. Work with finance and operations teams to quantify the profitability of our services and propose options/priorities to deliver agreed profitability targets.
8. Manage and evolve the SynTech Sales, Business Development and Marketing organizational structure to expedite delivery of outputs.
9. Develop and administer techniques to measure and manage performance, implementing appropriate rewards/recognition and coaching/corrective practices to align personnel with company goals.
10. Demonstrate and lead a corporate "CAN DO" culture that delivers SynTech's mission (see footnote)

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:

- MS with a minimum 10 years of proven business development/sales success in Agriculture-based business(es)
- Thorough knowledge of the relevant technical science(s)
- Successfully establish contacts and cultivation of customer relationships.
- Highly effective written English language and presentation skills plus relevant computer knowledge and skills. Knowledge of French, German and Spanish is beneficial.

- Experience of leading/working in teams at Regional and Global levels.

Required Competencies

- **Leadership** - 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; ensure the team is mobilized with the right material at the right place,
- **Strategic Influencing** – Influence others including colleagues, employees and customers to act in SynTech's best interests
- **Communication** - Deliver clear and informative written and verbal communications; edit work to high standards of written presentation.
- **Adaptability and Flexibility** – Manage competing demands effectively and change course when new information becomes available.
- **Critical Thinking** - Plan and prioritize work activities, gather and analyze information skillfully; and develop alternative solutions.
- **Attention to Detail** – apply thoroughness and accuracy in work activities through concern for all areas involved.
- **Timeliness** - Identify and resolve problems promptly; use time efficiently to meet deadlines and provide timely follow-up for all issues.
- **Teamwork** - Lead and participate in multifunctional teams at Regional and Global levels.

Key Expectations

- **Mission and Values Driven** – Ensure all work performance aligns to the SynTech Research mission and values. Ensure employees adopt a “CAN DO” attitude and 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.
- **Ability to travel** - Regionally and globally for periods of up to 1 week

Location and Department: Stilwell, Kansas, USA; Business Development & Sales

Reports to: CEO

Duration: Full time position. **Status:** Exempt (DOL Guidelines)

Salary: Dependent on experience and qualifications

To Apply: Please email covering letter and resume to Nathalie Marshall, HR Manager, nmarshall@syntechresearch.com, quoting Ref: USA14 WEB and returning this Job Description, signed below:

I have read and understand this written job description for the Director of Business Development and Sales, and believe I am fully capable of performing all listed requirements of this job position.

Closing date: 31 October 2015

The SynTech Research Mission

To provide a full range of field, laboratory and glasshouse bio-compliance services for both chemicals and seeds businesses: Bioefficacy (GEP) trials, Environmental chemistry (GLP) trials, Ecotoxicology, Analytical services, Public and Animal Health, Seed services, Program management/Study Direction and Regulatory services.