

Mission

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

Job Purpose

To lead the delivery of services outputs and profitable growth of business in SynTech Research Europe through developing and leading the expansion of facilities and team to secure, plan and deliver customer's programs for laboratory, field trials and regulatory projects in GEP, Seeds/Traits, Ecotoxicology, and GLP. In addition, this position will work closely with EU-wide marketing and development activities to increase profitable growth of EU business with EU customers, while supporting SynTech Research EU companies in the development of their territorial business. Reports directly to the President/CEO.

Essential Duties and Responsibilities

1. Ensure the performance and capabilities of SynTech Research EU are promoted to existing and potential customers in order to secure and increase profitable business.
2. Propose and gain agreement for budgets and plans for quality and quantity of resources (human and physical), to deliver EU programs which concurrently deliver SynTech Research EU income and profit targets.
3. Take the lead in priority-setting and resource management to ensure that customer projects and contracts will be satisfactorily delivered - on time and to specification.
4. Participate in the interpretation, understanding, feasibility, cost analysis, and pricing of potential client projects. Additionally, provide input into the delivery milestones and timelines through the completion of the project. Collaborate in and facilitate the forecasting and prioritization of field and lab facility/personnel resources.
5. Provide leadership, guidance & support in ensuring consistent and reliable 'world class' on-time delivery of quality services that meet and/or exceed client expectations.
6. Take accountability for R&D Services contracts between SynTech Research EU, customers and suppliers.
7. Ensure best practice and compliance with relevant national regulations for all aspects of the operation, including management of chemicals, machinery, safety, GEP, Seeds/Traits, Ecotox and GLP.
8. Ensure all SynTech Research EU staff achieves the highest standards through quality recruitment, proactive leadership and relevant training of staff while embracing and emulating the SynTech culture.
9. Contribute to the development of the SynTech Research business strategy, interpret the strategy for relevance to EU, and communicate this and ensure execution throughout SynTech Research EU.
10. Work closely with EU business development team to formulate, gain agreement and execute plans to improve SynTech's business in EU with existing and new clients.
11. Lead the promotion of the SynTech Research brand by the wholly owned and alliance SynTech Research business units to follow uniform process and procedures in EU.
12. Manage the EU Programs (GEP, Seeds/Traits, Ecotox and GLP Program Coordinators, and the Regulatory Manager), providing line/performance management and support to them in their roles.

13. Devise, implement, and manage the process for forecasting the EU business program, and the provision and prioritization of resources for these, using inputs from the Global Leadership Team, EU Management Team, Global Account Managers and Country Managers.
14. Ensure customer relationships are viewed as a high priority and actively managed to leverage a continuously positive outcome for both SynTech Research and the client.

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.
- **Respectful** – Respect all stakeholders – clients, vendors, visitors, fellow employees, and peers. Respect diverse backgrounds and experiences and pursue a mutually rewarding work environment. Be trustworthy and preserve confidentiality in all words and actions.
- **Coach and Mentor** – Inspire the trust of others; recognize the potential and strength in others; empower others to work and solve problems self-sufficiently; admit mistakes; accept responsibility and provide objective performance feedback on a timely basis.
- **Strategic** – Understand the broad context for the organization’s strategic objectives; anticipate problems, change and plan accordingly; maintain a balanced view of the “big picture” while paying attention to detail.
- **Innovator** – Meet challenges with creativity and resourcefulness; remain open to change, other ideas, and trying new things; generate suggestions for improving work processes, services, and products.
- **Driven** – Focused, self-confident, self-starter. Able to impart a common understanding of the manner in which goals will be achieved and the scope of effort required to achieve them. Prioritize tasks to support realistic objectives, and accomplish market and client focused solutions.
- **Competent** – Possess required knowledge and skills. Possess, pursue, and apply scientific & technical leadership, and business knowledge.
- **Critical thinker** – Able to synthesize complex and diverse information; collect and objectively weigh data; use experience, intuition and critical thinking to compliment data; and design effective processes and workflows.
- **Conflict Resolver** – Able to facilitate resolving conflict in a sensible, fair, and efficient manner, without blaming. Approach conflict with win-win strategies; keep emotions under control; remain open to others’ ideas and alternative ways of solving problems.
- **Learner Attitude** – Demonstrate commitment to continuous learning and self-improvement. Look for and readily take advantage of learning opportunities; seek increased responsibilities; ask for and offer help when needed. Demonstrate persistence and is able to overcome obstacles.

- **Communicator** – Speak persuasively, with intention and thought, in both positive and negative situations; fully listen and get clarification; respond well to questions; demonstrate group presentation skills; participate in meetings without dominating others.

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:

- Minimum of M.S. plus 15 years of experience or PhD plus 10 years of experience in Agricultural sciences preferred, with field and lab R&D and business development management experience.
- Experience in people, marketing and project management.
- Experience in technical marketing and/or Business Development of R&D services
- Strong spoken, written and presentation skills in English. Knowledge of French and other European languages is desirable.
- Relevant IT knowledge and skills.
- Flexible and able to work in a team at Regional and Global level
- Able to travel approximately 30% of the time.
- Can live anywhere in the EU region.

I have read and understand this written job description for the Regional Director – Europe for SynTech Research, and believe I am fully capable of performing all listed requirements of this job position.

Signature

Date

President/CEO signature

Date