



EMEA (Europe Middle East Africa) Ecotox Head

Role

The EMEA Ecotox Head (EEH) is in charge of strategic development and business growth of the ecotoxicological services of the SynTech Group in EMEA.

The EEH supports regional EMEA Ecotox units in planning, costing and managing regional contracts as well as in achieving timely delivery of high-quality reports to customers.

The EEH supports and coordinates regional EAME Ecotox units to implement uniform Ecotox processes.

The EEH ensures close cooperation among regional EMEA Ecotox units, e.g. with regards to customer relationships, training, and recruiting of skilled staff.

Responsibilities

1. **PLAN & DEVELOP A REGIONAL ORGANIZATION:** The EEH will set up a regional organization ensuring the delivery of the best scientific expertise
 - Assist the Regional Director coaching and assist local/regional Ecotox teams in EMEA;
 - Support local Ecotox units in recruiting highly skilled staff (e.g. scientific experts, study directors and principle investigators, where appropriate);
 - Support local Ecotox units in setting-up adequate training and follow-up in order to develop the team competencies.
2. **PLAN & DEVELOP A SALES/MARKETING APPROACH:** The EEH will design the sales approach to assess the potential, or further the understanding of agrochemical and adjacent markets as regards to Ecotox. This includes understanding sponsors' objectives and requirements. He/She will be responsible for:
 - Proactively contacting Tier I/II clients, alongside with the Global Marketing & Sales where appropriate, in order to acquire business.
 - Negotiating with key clients, where appropriate and finalizing framework agreements
3. **RESPONSIBILITY FOR THE EMEA ECOTOX BUSINESS.** EEH sets up the budget for the business in cooperation with the local units and in, accordance with EMEA Regional Director set-up-objectives, drives pricing policy (for global accounts).
4. **KEEP ABREAST OF NEW DEVELOPMENTS** in the field of Ecotoxicology and ecological risk assessment in relation to agrochemicals and beyond (i.e., industrial chemicals regulated under REACH, pharmaceuticals, biocides, and other chemicals and materials). Provide information to potential customers about the capabilities of the SynTech Research Group as appropriate in meetings with sponsors, conferences etc.
5. **SET-UP GLOBAL ECOTOX PROCESSES** using the expertise of the ecotox center of excellence in order to standardize the scientific approach.

Required Competencies

- **Leadership** - Inspire the trust of others; coach staff beyond what they believe possible and give them freedom to act, hold self and others accountable, balance team and individual responsibilities, give and welcome feedback and recognize success, building a positive team spirit and put the success of team above own interests. Make tough calls and build the Best Team. Treat people with dignity and fairness.
- **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

Requirements & Skills

- Min. M.S level in applied biological sciences, ecotoxicology, chemistry, ecology, molecular biology with relevant (>15 years) work experience in the field of ecotoxicology, environmental risk assessment and development of methods and strategies in this field. Well-developed influencing and communication skills are essential.
- Highly effective in English and German Languages written and presentation skills plus relevant computer knowledge and skills. Knowledge of French and Spanish is beneficial.

Reports to: EMEA regional Director

Available: September 2021

Location: EU (Germany)

Status: Full time position

Salary: Dependent on experience and qualifications

Please send your application including your CV until 28th May 2021 by mail to aschilling@syntechresearch.com