**Role Description & Person Profile**

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| **Job Title** | Managing Director |
| **Reports to** | CEO, AB Agri |
| **Business** | Germains Seed Technology |
| **Location** | Flexible with the need to attend on-site with customers, suppliers and teams |
| **Team Structure**  Direct & Indirect Reports | Direct reports are 4 GLT members: Business Unit Director Europe, Business Unit Director North America, Finance & IT Director and HR Director. In addition 1 Global Product Manager (covering marketing) and 2 Global R&D roles  Total Germains team is approx. 230 employees |
| **Budget Responsibility** | Full P&L Responsibility |

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| **Role Overview**  Impact Statement | Leading a global technology led business that provides seed treatment solutions for the horticulture and field crops markets, specialising in seed priming, pelleting, film coating, health and polymers.  This role will lead the Germains business to enable the success of our portfolio of brands in current markets and expansion into new global markets including potential acquisitions.  Delivering a strong, commercial understanding of markets and customers, the role will lead the company to achieve outstanding business performance and sustainable growth.  Underpinned by exceptional agriculture and seed industry knowledge and expertise, the role will deliver in-depth market insight/knowledge of customers, consumers and new markets for the overall benefit and growth of the business.  With key regulatory knowledge, the role will be undertaken with a resolute focus on our organisational responsibilities including Health & Safety, Sustainability and Quality Assurance.  The goal is to ensure the company is constantly moving towards fulfilling its short-term and long-term objectives and delivering to our people, our customers and our partners. |
| **Key Responsibilities** | **Strategy & Business Development**   * Sets a clear and aspirational strategy with deliverable direction, defining business objectives, plans and measurement systems to ensure robust execution * Utilises market insights and knowledge to maximise product positioning and channels to markets * Develops customer relationships for longevity and growth * Establish strong brand maximisation to deliver competitor differentiation * Thinks creatively to find business performance solutions * Leads the evaluation of all potential mergers and acquisitions with the M&A team   **Organisational Leadership & Management**   * A role model who works collaboratively with peers and across the organisation * Full P&L responsibility for Germains global business * Continuously develops the leadership team * Sets expectations of leadership and organisational culture to the highest standard   **Setting & Delivery of Performance**   * Sets stretching organisational KPI’s for short and long-term performance delivery to include both financial and non-financial success targets * Ensures operational efficiencies delivering value to the business and customer * Utilises data and insights to set and re-set directions for maximum impact   **Strategic Relationship Management**   * Builds strong partnerships and relationships for future growth * Cultivates a strong diverse network internally/externally to AB Agri/ABF * Understands and manages internal and external stakeholder needs and expectations * Develops excellent 3rd party working practices with supply chains   **Organisational Health & Development**   * Ensures optimal organisational design for current and future growth * Develops organisational talent and robust succession planning * Ensures high levels of performance across the business * Develops and implements robust plans to improve and maintain the organisational health of the business * Creates an open, high performing, innovative culture where people push for the best   **AB Agri Leadership**   * Role models the AB Agri and Germains values and acts in ways that are highly visible, inspirational, and credible at all levels * Brings in external perspectives to challenge and develop overall divisional and group performance as well as brand maximisation |
| **Key Stakeholders** | **Customers & Strategic Relationships**   * Builds effective and valued relationships to drive existing and new business opportunities   **AB Agri Leadership Team**   * Active engagement and dialogue to ensure delivery of overall AB Agri strategy, goals and promises   **Industry bodies**   * Ensures regular and beneficial dialogue promoting the value and services offered by the organisation and other AB Agri businesses   **ABF Leadership Team**   * Builds effective and valued relationships with parent company |

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| **Person Profile**  Required experience, qualifications, and necessary knowledge |
| **Industry and Markets**   * Exceptional knowledge, expertise and experience identifying and using customer, consumer and new markets insights within the global seed and/or agro chemical industry resulting in business growth and development * Proven success utilising competitor knowledge and market data insight to advance the organisation * Seed technical and regulatory knowledge and expertise * Demonstrable strength in brand maximisation * Demonstrable experience of agility in changing market conditions * Knowledge of the global seed industry and markets as well as market changes and forces that will influence the business * Experience of working with 3rd parties, government and NGO’s   **Leadership**   * Experience as a Managing Director of a high performing agriculture business, with end-to-end P&L ownership * Demonstrable experience of working across different regions, countries and cultures * Creation and development of high performing teams, through strong talent management practices * Demonstrable experience of working across different regions, countries and cultures   **Strategy and Business development**   * Proven success in growing and developing product portfolios and developing channels to market * Experience of M&A and Integration   **Customer and Suppliers**   * Proven success managing customer relationships and 3rd party suppliers for business performance * Strong commercial operator understanding both customers and markets   **Operational and Technical efficiency**   * Experience of creating and maintaining high quality assurance standards, processes and systems, within food safety and HSE * Experience with creating and maintaining technology platforms and NPD processes * Clear understanding of how Supply Chain works |

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| **Key Behaviours** | * Strategic innovator * Scientific curiosity * Agility * Visible hands-on leadership * Tenacious * Solution focussed * Visionary * Brave, clear, engaging communicator * Empathetic * Balanced executor (speed of execution vs people capability/capacity) * Decisive * Adaptable * Honest, authentic and open * Fair and inclusive and treats everyone with respect * Loyal to the business and the people getting the balance right * Energising & Inspiring * Can-do, high-energy resilience |
| **AB Agri High Performance Framework** | Our high-performance framework is a set of guiding behaviours which have been created with people from across our businesses to enable great performance across the organisation. The focus is on what you can do to demonstrate high performance in your role, as well as the behavioural inputs to assist you getting there.   * Pioneering – Curious, spirited and bold. We lead the right way. * Excellence – We seek excellence in all that we do. * Growth – We create ways for our people and customers to thrive. That’s how we keep making a difference. |
| **AB Agri Leadership Framework** | Our Leadership framework is a set of principles outlining what leaders must know and must do. It clearly defines the requirements for leadership. As we have big ambitions for our future, we need to ensure all leaders are pulling in the same direction to help us achieve our business goals.   * Creates direction and purpose. * Drives and delivers commercial excellence. * Engages people. * Develops self. |