

## Role Description & Personal Profile

Role	
<b>Job Title:</b>	Technology Application Manager (Technical Manager Swine)
<b>Division:</b>	AB Neo
<b>Department:</b>	Technical
<b>Location:</b>	Denmark
<b>Role Type:</b> Permanent, FTC etc	Permanent
<b>Team Structure:</b> Reports to, Direct & Indirect Reports	Reports to: Technical Director ABNeo

Description	
<b>Impact Statement:</b> The contribution of the role to achieving the overall business objective. Span of impact. Main purpose, focus of the role.	<p>To proactively drive and develop the market leading nutritional position of ABNeo Denmark, whilst also delivering on ABNeo`s position as a global leader in young farmed animals.</p> <p>The role provides technical leadership to commercial teams, transforming core R+D delivery to customer focused value creation.</p>
<b>Key Responsibilities:</b> The key objectives and accountabilities of the role. (5 to 10 areas)	<ul style="list-style-type: none"> <li>• To lead the DK technical team, contribute and deliver excellence in commercial nutritional knowledge. This may relate to sales support, marketing information or any other specific need.</li> <li>• Demonstrate excellence in piglet nutrition and formulation capabilities.</li> <li>• Generation of technical papers and articles for company web site and other marketing communications, both internal and external.</li> <li>• Support DK R&amp;D activities. Feed material and product evaluations and trials and commercial interpretation and communication.</li> <li>• Development of technical ideas to add value to product sales.</li> <li>• Meet with suppliers and evaluate new products, concepts and additives.</li> <li>• Participate actively in the ABNeo technical team and R+D discussions.</li> <li>• Provide Technical support to internal members and customers to ensure customer`s enquiries are dealt with professionally and efficiently.</li> <li>• Supporting colleagues to ensure that feed safety and responsibility are key deliverable both internally and externally across the business.</li> </ul>

<b>KPI's</b>	<ul style="list-style-type: none"> <li>• Deliver an effective ideation process that leads to market solutions and that create value for the customer and ABNeo.</li> <li>• Create a strong Innovation culture through strong engagements with commercial and technical teams.</li> <li>• Ability to identify new opportunities for developments within the current product portfolio.</li> <li>• To ensure that the product portfolio continues to meet the requirements and delivers value to ABNeo Uk customers.</li> </ul>
<b>Key Stakeholders</b> What are the challenges of the relationships, communication strategies required etc	<ul style="list-style-type: none"> <li>• ABNeo Technical Director</li> <li>• ABNeo Senior leadership team</li> <li>• Commercial Teams</li> <li>• Technical Teams</li> <li>• Marketing Teams</li> </ul>
<b>Scope</b> Depth, Breadth of knowledge application, ability to innovate, complexity of tasks, budgetary responsibility	<p>This role requires a capacity to quickly gain a good knowledge of monogastric (especially Piglet and calf nutrition) process and interpret numerical data, understand and compute software interfaces, the ability to grasp allocated tasks quickly.</p> <p>Strong ability to transform technical research data to create customer value solutions.</p> <p>The ability to prioritise and distil information, time and resource will be essential and where applicable translate this to a commercial value proposition and communicate this internally and externally.</p> <p>Good interpersonal skills with internal and external customers will be essential.</p>

Person Specification		Essential / Desirable
<b>Key Behaviours:</b> Consider which of our guiding principles are particularly relevant and also any role specific behaviours	<ul style="list-style-type: none"> <li>• Ability to lead a technical team that delivers products and services to our customers that create value.</li> <li>• Ability to translate research findings to appropriate commercial value creation.</li> <li>• Clearly demonstratable technical knowledge regarding piglet and calf nutrition and management.</li> <li>• Self-motivated, pro-active attitude</li> <li>• Ability to think holistically about the wider business group</li> <li>• Have minimum 4 years experience in a nutrition company with formulation experience.</li> <li>• Ability to recognise innovative opportunities</li> <li>• Strong communicator, able to work well with a variety of stakeholders</li> <li>• Works well within a like-minded team, comfortable to support others to achieve shared objectives</li> <li>• Organised</li> <li>• Ability to manage multiple changing priorities</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>P</p>
<b>Other factors:</b> Travel, Shift Working, HGV Licence etc	Adopt a creative use of technology, travel and communication mediums and face to face interactions to deliver results &	E



	team engagement, whilst achieving a sensible work life balance.	
<b>Date Agreed:</b>		
<b>Authorised by:</b>		