

REGIONAL DIRECTOR OF AGRONOMY

Midwest

POSITION SUMMARY:

Oversees product performance, regional research projects, supports marketing material development, while providing advice and guidance for the sales team and Business Units. Provide training and product development to employees at all levels.

ESSENTIAL JOB FUNCTIONS AND RESPONSIBILITIES:

- Be the number one business partner of the zone director with the main objective to facilitate the company's growth, sales and winning market strategies.
- Define with the zone director, a compatible and feasible sales plan for each main product family (including Timac best sellers) and oversee its day-to-day implementation.
- Utilize expert product knowledge to support sales efforts in all Business Units:
 - Support local team efforts to position Timac products within local markets
 - Provide RSM support in ATC (Agronomist Technical Consultant) education and training
- Corporate Training
 - Develop, conduct and monitor the effectiveness of corporate training efforts:
 - Newly hired ATCs
 - Existing ATCs
- Oversee product integration in row crop, specialty crop, and niche markets
 - Provide remote and personal support throughout the season; proactively reaching out to members of the sales team to monitor and address successes and challenges.
 - Support sales efforts to build complete crop nutrition programs addressing grower needs at every stage.
 - Deliver presentations at regional grower/dealer meetings.
 - Recommend innovative ideas to provide solutions to grower issues reported by the sales team. "The best ideas come from the field."
 - Share trials to support US sales efforts
 - Work in partnership with marketing personnel to develop marketing materials to support sales efforts, address dealer needs, and grower crop management concerns.
- Manage Domestic Inhouse, Contract, and Customer Research Projects:
 - Oversee the execution and management of all grower field research trials in assigned territory.
 - Collect, analyze, and create sales and marketing literature and presentations to support and drive sales growth.
- Corporate sales meetings
 - Present strategic details to support sales objectives.
- Maintain current knowledge of market data and industry trends, and its relevance to Timac, our customers and our competitors
 - Educate our sales team on market trends and how they will impact our current and potential customers
 - Use this information to continue to train the team to successfully sell against competitive crop nutrition programs.
- Provide Technical Support for the integration of Timac products for new and existing customers





- Provide training for customer's sales team to help new customers to support the adoption and implementation our products into their portfolios and crop management programs.
- Participate in customer, dealer, and grower spring kickoff meetings.
- All other duties as assigned.

PRIMARY OBJECTIVES:

- Effectively communicate with co-workers
- Manage expenses related to product trials and research and development
- Provide feedback on product effectiveness
- Support sales team in all regions
- Be able to 'think out of the box'

JOB REQUIREMENTS:

- Broad knowledge and experience in the agriculture field
- Above average skills in communication and math
- Demonstrated ability to communicate effectively to individuals and/or groups
- Demonstrated ability to lead by example, train and develop employees
- Travel required up to 50+% of the time.

EDUCATION AND EXPERIENCE:

- Minimum of a bachelor's degree in Agriculture or related field, with CCA.
 - Masters or PhD Degree Preferred
- 3-5 Years of Experience in a leadership role

Limitations and Disclaimer:

The above job description is meant to describe the general nature and level of work being performed; it is not intended to be construed as an exhaustive list of all responsibilities, duties and skills required for the position.

This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform other job-related duties requested by their supervisor in compliance with Federal and State Laws.

Requirements are representative of minimum levels of knowledge, skills and/or abilities. To perform this job successfully, the employee must possess the abilities or aptitudes to perform each duty proficiently. Continued employment remains on an "at-will" basis.

This description is subject to change.

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153 Angstadt Lane, PO BOX 888
Reading, PA 19607 USA
610-375-7272
us.timacagro.com

