

## DIRECTOR OF AGRONOMY

### Northeast

#### POSITION SUMMARY:

Oversees product performance and provide advice and guidance for the sales force and Business Units. Provides training and product development to employees at all levels.

#### ESSENTIAL JOB FUNCTIONS AND RESPONSIBILITIES:

- Perform as the support function to 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 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 field support to ATC (Agronomist Technical Consultant)
- Corporate Training
- Develop, conduct and monitor the effectiveness of corporate training efforts:
  - Newly hired ATCs
  - Existing ATCs
- Oversee product integration in row 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.
- Manage Domestic Research:
  - Oversee the execution of grower field trials.
- Corporate sales meetings
  - Present strategic details to support sales objectives.
- Maintain current knowledge of market data, and its relevance to Timac 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.
- Support the integration of Timac products for new customers.
  - Train the sales team to help new customers to adopt our products into their portfolios.
  - Participate in dealer spring kickoff meetings.
- All other duties as assigned.





#### **PRIMARY OBJETIVES:**

- 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 outside of the box.'

#### **JOB REQUIREMENTS:**

- Broad knowledge and experience in the specialty and row crop market
- 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.
- Master's 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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