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**Department:** Corporate**Job Type:** Regular/Exempt**Grade/Level:** Corporate - I**Job Status:** Full Time**Reports To:** President & CEO**Amount of Travel Required:** <15%

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## SUMMARY

Genective, a JV between two leading global seeds companies, Limagrain and KWS, is seeking a strategic yet hands-on, result-oriented and stakeholder savvy VP of Research, CSO to join the fast-growing team in the U.S. and to provide leadership, development and oversight for its research function. This position reports to the President & CEO and is a member of Genective's Executive Leadership Team (ELT). The primary working location is at Genective's global headquarters at Champaign, IL, while working at the research facility in Weldon, IL may be required on a regular basis. Domestic and international travel may be required from time to time.

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## THE POSITION

As a direct report to the President & CEO, the VP of Research, CSO plays a critical role in setting the vision and strategy for Genective, along with the President & CEO and other ELT members. As the top leader of the research function, the VP of Research, CSO is responsible for providing leadership, development and oversight for the research team and all research activities within Genective and with its collaboration partners.

### Essential Responsibilities

- Actively participates in corporate strategic planning and provides scientific perspectives into Genective's vision, strategy, and near-and-long-term goals
- Develops the functional strategy and near-and-long-term goals for research to enable achievements of Genective's corporate vision, strategy, and goals
- Develops and manages, in collaboration with the President & CEO, a portfolio of transgenic trait research programs for insect resistant corn by
  - Building/developing/managing a team of researchers with the right technical caliber, experience, and cultural fit
  - Defining and monitoring objectives and technical KPIs for research programs
  - Establishing roles and responsibilities as well as workflows across the research team to carry out the back-bone operations of the research programs
  - Driving continuous improvement of the back-bone operations as well as innovative/disruptive ways of conducting research
  - Identifying partners and establishing targeted, result oriented collaborations with KWS, Limagrain, sister JV AgReliant as well as 3<sup>rd</sup> parties while striking the balance between in-house capability/capacity and leveraging collaborators

- Establishing, monitoring, and adjusting as needed process and activities in portfolio review to ensure timely decision in pipeline advancement and resource allocation
- Selecting and managing a highly effective Scientific Advisory Board for out-sider view and independent advice
- Establishing and strengthening the IP protection of innovation results
- Partners with the CFO to establish and manage annual research budgets and mid-term plans to ensure research is funded for success and ROIs optimized for Genective
- Partners with the VP of Quality Management & Compliance to ensure adoption of the mind-set and practice of “it’s everyone’s job to ensure quality and 100% compliance in everything we do” in research
- Actively participates and provides “voice of research” in Genective’s effort to build the enabling functions of finance, HR, IT, legal, IP, quality management & compliance, business development and general office support
- Drives close collaboration, constant alignment, effective reconciliation when needed, between research and enabling functions towards greater success for Genective as a whole
- Partners with other ELT members to create and maintain a safe, collaborative, motivating and growth-oriented work environment in line with the culture of Genective
- Liaises with and maintains a strong relationship with research functions at KWS, Limagrain, AgReliant and other collaboration partners, especially AgBiome
- Participates in Board of Directors meetings and presents Research progress and opportunities
- Contributes to evaluation of industry trend, market environment, and competitive landscape

### Additional Responsibilities

- As requested by the President & CEO

### QUALIFICATIONS

The ideal candidate will possess the following qualifications:

- 10+ years of experience with proven track record of successfully managing scientific aspects of a transgenic trait pipeline, ideally experiences covering all stages with in-planta expression will be prioritized over in-vitro protein experience
- Demonstrated ability to nurture innovation while managing and developing a research team with wide ranges of experience and skill sets
- Experience in leading external collaborations with industry players and academia
- A strategic thinker, capable of effectively contributing to establish/communicate clear vision and strategy with measurable goals, balanced with attention to critical details and capability to drive execution and deliver results in an entrepreneurial environment
- Strong analytical skills and business acumen, capable to challenge diverse concepts and ideas, science and non-science, constructively towards achieving common goals
- Open minded and capable of integrating business aspects, scientific aspects, non-scientific aspects (R&D related legal, IP, regulatory, quality management) and infrastructure/operational aspects into decision processes
- High degree of influencing leadership skills in an international setting among diverse cultures
- Willing and able to take feedback in a positive manner as you will be challenged. Humility is critical
- Excellent communication skills and able to adjust communication style to highly different audiences
- Excellent project management skills and able to coach and disseminate such skills effectively across research team

- Experience in a joint venture operating environment a plus
- A Ph.D. in fields related to transgenic trait research

## THE REWARD

Competitive base salary, bonus, LTI, 401(K), medical, dental, long-term disability, and life insurance plans, as well as support programs for company car, fitness, education, and employee referral. Plus, fun and satisfaction working in a high trust, high empowerment, high impact, entrepreneurial environment with a close-knit team.

## THE ORGANIZATION

### About Genective

Genective is a 50/50 joint venture established between Limagrain and KWS, two of the world's largest seed companies. With entities and activities in North America, South America, Europe, and Asia, Genective is currently dedicated to the research, development, and commercialization of transgenic traits for corn.

### About Limagrain

As the fourth largest seed company worldwide, Limagrain's mission is to move agriculture forward to meet global food related challenges. Limagrain is a cooperative group founded and managed by French farmers. Its parent company, Coopérative Limagrain, brings together nearly 2,000 farmers located in the center of France. The Group creates, produces and distributes field seeds, vegetable seeds and cereal products. Limagrain is present in 56 countries and has more than 10,000 employees. It makes nearly 2.5 billion Euros of sales with recognized brands on their markets: LG, Vilmorin, Hazera, Harris Moran, Jacquet, Brossard.

### About KWS

KWS is one of the world's leading plant breeding companies. In the fiscal year 2021/22 more than 5,000 employees in 70 countries generated net sales of EUR 1540 million and earnings before interest and taxes (EBIT) of EUR 155 million. A company with a tradition of family ownership, KWS has operated independently for more than 165 years. It focuses on plant breeding and the production and sale of seed for corn, sugarbeet, cereals, rapeseed, sunflowers and vegetables. KWS uses leading-edge plant breeding methods to increase farmers' yields and to improve resistance to diseases, pests and abiotic stress. To that end, the company invested EUR 286 million last fiscal year in research and development.

## HOW TO APPLY

If interested, please send your cover letter and resume to [resumes.elt@genective.com](mailto:resumes.elt@genective.com) with the subject **Application for VP of Research, CSO**.