Candidate Specifications
Manager, Sorghum Molecular Breeding
Hereford, Texas

Education and Certification:

- This role requires a minimum of a M.Sc. degree in plant genetics or breeding. Ph.D. a plus.

The Qualified Candidate Should Have:

- A minimum of 5 to 10 years of professional experience in commercial plant genetics or breeding with a focus on and working knowledge of marker assisted breeding, field trials phenotyping and related technologies on sorghum, sunflower, or corn.

- Marker assisted breeding experience includes genotyping, marker assisted breeding and development, trait introgression into elite germplasm and interactions, seed field operations, trait and germplasm characterization globally. Some background in bioinformatics a plus.

- The ability to manage all aspects related to germplasm development and characterization from transformation up to foundation seed stage. This includes nursery, germplasm field phenotyping and planning decisions with the innate ability to interface effectively with the laboratories to ensure lab to field coordination.

- Experience inside one of the major agricultural companies working with molecular breeding integrated into a large-scale, commercial breeding program a plus.

- Ambition, drive, enthusiasm and entrepreneurial spirit appropriate for working with a rapidly growing, early stage company in a set of new and rapidly growing markets.

- Experience managing internal teams and third party collaborations; a good network and relationship with the academic research community.

- Demonstrated understanding of field design and statistical analysis of varietal trials. Emphasis a strong working knowledge of marker-related data analysis and statistics.

- A rigorous approach to experimental design and interpretation with an inclination towards applying statistical methodology.

- An innovative expert in creation of new germplasm products and technologies, who can provide leadership and delegate responsibilities through a strong orientation to meet goals on aggressive timelines.
The Qualified Candidate Should Have: (continued)

- Good business acumen. Ability to make good judgments and quick decisions based on in-depth knowledge and experience with finance, accounting, marketing and sales, commercialization and business development, and operations.

- Strong interpersonal skills, a team player and one who proactively seeks to understand differences of opinions to resolve issues and to achieve results.

- Experience in working on and managing projects in a team-based, cross-functional environment through a proven track record as an effective leader with the ability to present ideas effectively and communicate with all levels of management. Someone who can foster an atmosphere of trust, integrity, and fairness on a variety of programs and projects.

- The ability to anticipate and eliminate barriers that interfere with effective teamwork, collaboration and leveraging.

- The ability to use internal/external resources to define strategy and enable competitively advantaged technology solutions.

- A history of success in establishing and maintaining effective relationships and collaborations to advance research.

- Excellent verbal and written communication skills.

- The managerial courage to see opportunities in tough challenges and be energized to action; to lead and take a stand on tough and unpopular issues; encourage honest and open debate, but be able to resolve conflict and be comfortable making timely, sometimes difficult decisions.

- A high degree of personal motivation and the desire to make an immediate contribution to the growth and profitability of the organization; a distinct sense of urgency and a strong work ethic.

The Qualified Candidate Should Be:

- Capable of taking on much broader responsibilities as the business grows.

- A self-starting, highly results-oriented individual who excels at creation and execution of research plans.
The Qualified Candidate Should Be (continued):

- A highly results-oriented individual who excels at execution of plans that consistently meet or exceed expectations, goals, and deadlines.
- Flexible and able to multi-task effectively.
- Beyond reproach with respect to character, honesty, ethics and integrity.