



PASSION TO INNOVATE | **POWER TO CHANGE**

CROP SCIENCE HEAD OF FIELD SOLUTIONS – AFRICA

YOUR TASKS AND RESPONSIBILITIES

Purpose:

The cluster head of Field Solutions (FS) is responsible for driving innovation and development of Small Molecules, Biologics and Services towards tailored solutions fully aligned with regional and global strategies securing and expanding BCS business sustainably. Accountable for the local implementation of regional strategies and development of local ones to meet the changing EU and national requirements in close collaboration with the EMEA Regulatory Science functions.

The incumbent is also responsible for fostering the continuous organizational development and competences of FS and its people, providing technical advice and direction to ACO and contributes to the strategy in the cluster leadership team.

Key Tasks and REsponsibilities:

Combined role with a country / country group / team responsibility
Manage the operational budget process / monitoring
Harmonize / optimize / standardize the way we operate across portfolios in all countries within the cluster.
Driving portfolio and technical strategy decisions as active member of the Cluster Management team as well Regional FS Leadership team towards higher portfolio value

Drive innovation by delivering and evaluating innovative ideas (LCM, Service, Digital) balancing technical benefits and product safety, stewardship and L4SU aspects
Support effective trial planning of approved local, regional and global projects in a cross country network in line with crop and portfolio strategies. Ensure quick decision making,

Application Period

05 March 2019 – 19 March 2019

Reference Code

CS/R&D/FLD/SLTNS/2019

Division

Crop Science

Company

Bayer (Pty) Ltd

Department

Research and Development

Location

Isando

Functional Area

Field Solutions

Position Grade

VS 2

Employment Type

Permanent

Work Time

Regular



PoC and effective bio dossier preparation by addressing appropriately in the field clearly defined questions and key assumptions

Development execution effectively (in time, on budget) and consistently (safe, compliant) implementing and conducting all field activities (profiling technically new Active Ingredient & BLX, LCM projects, reaching proof of concept, defining the GAP, providing technical recommendations, generating necessary data and preparing Bio-dossiers for labels)
Managing Complexity – deliver products and services as valuable components of Tailored solutions related to SGR, SMols, BLX, Services, Digital and act as Technical expertise carrier, Know-how center ensuring knowledge transfer being the “eyes and ears” in the field to ACO and back to R and D organization as well to the country and back to the region

People and organization Modernization / Transformation (towards Efficiency, Quality, Digital, Data Management, Application Tech., Modern tools) using effective change mgmt. and the Drive for the best quality of field data, as well as maximised efficiency of resources using collaboration across countries, clusters, region and global.

Network within FS, ACO, RS and in external cooperations Network be the expert contact for defined main technical stakeholders external science and industry bodies.

Talent and people development (high performing teams, feedback culture, expertise and leadership, organizational excellence, positive team culture, development opportunities.

WHO YOU ARE

Qualifications & Competencies:

University degree in agriculture equivalent with at least 10 years of experience in different agricultural areas

Innovative and commercial mindset

Excellent leadership to implement efficient development processes in the cluster / country of high diversity and under high regulatory constraints (leading by example)

High Social competencies to inspire, motivate, influence and listen. Promoting diversity, innovative thinking and risk taking combining a variety of professional backgrounds, different countries, nationalities and cultures and languages to effective teams.

Good written and oral communication skills for effective interaction and representation of FS and Bayer values internally and externally with a variety of groups and ability to promote cross functional collaborations to FS internally and externally;

People development orientation ability and willingness to promote a positive evolution towards high performance team and high technical and social competences

CONTACT US

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