



PASSION TO INNOVATE | POWER TO CHANGE

COUNTRY GROUP HEAD – SUB SHARA AFRICA (SSA) ENVIRONMENTAL SCIENCE

Application Period

16 October 2018 – 30 October 2018

Reference Code

ES/CGH/SSA/OCT/2018

Division

Crop Science

Company

Bayer (Pty) Ltd

Department

Environmental Science SSA

Location

Isando

Functional Area

Country Group Leadership

Position Grade

VS 3

Employment Type

Permanent

Work Time

Regular

YOUR TASKS AND RESPONSIBILITIES

The role of the Head of Country Cluster Sub-Saharan Africa is to be fully responsible for all operations of the Bayer Environmental Science activity in the countries of the assigned territory. To deliver the financial objectives and meet the strategic goals while effectively managing, leading, and developing the people. The position is also responsible to represent ES towards internal and external stakeholders relevant for the territory.

- Full P&L and business planning responsibility for the country group, which comprises more than 40 different countries. To ensure that all Marketing, Sales, Innovation, Supply Chain and Financial short and long-term business objectives are met in the Country Cluster.
- To translate, communicate and lead the implementation of the focused growth strategy. Decide on resource allocation that will materialize our top line growth expectations in Core countries while optimizing profitability in the rest of the Country Cluster.
- To successfully manage the risks inherent to this country group (political instability, credit management, compliance).
- To build and deploy business processes across the country cluster (portfolio management committee, vector control stakeholder management, S&OP, business planning, knowledge management and sales excellence, people development) and ensure alignment with regional / global Processes.
- Develop the market entry and growth strategy for new VC products and other Bayer Vector Control and pest control tools, including country/regional specific strategies, human resources plans and market approach strategies.



- To identify and prioritize business opportunities outside the public vector control market and conduct marketing exercises in order to determine sustainable business models in the areas of general insect control, forestry and grain storage.
- Ensure interface with Bayer CropScience and Bayer Corporate local functions where appropriate.
- As a member of the SEEMEA (South East Europe Middle East Africa) leadership team, actively contributes to the steering of operations and the strategic direction of the region.
- As BES is hosted in numerous legal entities around the world, ensure close collaboration, transparency and freedom to operate to the teams.
- Lead a team
- Inspire and develop our people. Encourage diversity, entrepreneurial spirit, creativity, teamwork and a winning attitude. Identify and develop talents that bring diversity.
- Responsible for the Country Cluster interface with the Region SEEMEA Management in Istanbul as well as with global functions including Supply Chain, Marketing and Innovation.

WHO YOU ARE

- 10 years of experience in sales, marketing and business management.
- International experience at managing businesses in a multicultural environment
- Proven ability to manage operations in complex countries.
- Broad understanding of all aspects of the Country Groups and worldwide Environmental Sciences businesses
- Strength in Partnering, overcoming complexity and leading people.
- Good communication abilities, excellent interpersonal relationship skills and entrepreneurial skills in multicultural teams are essential.
- Fluency in French and English required. Portuguese is a plus.

CONTACT US

Address

Isando

Telephone

011 921 5756

E-mail

zarecruitment@bayer.com

