

## Job Description

**SALES DIRECTOR (m/f/d) for the Sugar Beet activitie**

Type: Unlimited and Full-Time

**Employer:** Strube D&S GmbH. A plant breeding and seed company based in Söllingen, (Germany) between Hannover and Berlin.

**Location:** The Sales Director position is a European role with obligations for part time international travelling, so the physical working position can be agreed according to the needs of the candidate and company. A formal employment contract with one of the Strube Subsidiaries is also possible. The Sales Director can work partly from home office. Because of the travelling work it is advantage to live and work relatively close (in time) to an international airport.

The most frequent travels will be apart from to the head office in Germany, France, Belgium, Hungary, Russia, Polonia. But will over a two-year period have covered nearly all countries where we market our seeds.

**Reporting:** This position reports to General Manager of Strube

**Start:** As soon as possible

**Compensation structure:** Adapted to the country of residence qualifications and experience. And is typically a combination a fixed monthly salary with travelling expenses covered and an incentive package.

In addition, relevant courses and training activities will be offered. Some of the IT training will be compulsory.

**About Strube:**

Strube is internationally recognized for its expertise in plant breeding and processing and sales of sugar beet, wheat, sunflower and vegetables seeds (vining pea and sweetcorn). With its 11 subsidiaries and local trading partners, Strube currently markets 250 varieties in 35 countries. The company employs 350 people.

For its Business Unit of sales, Strube is looking for a **sales Director (m/f/d)**.

The sales department employs directly a small international group and for the sales around 20 people, most of the sales team members are shared with the sugar beet organization. Logistics and finance are managed from Germany.

**Role mission:**

You want to join a team in charge of the international development of the company in a high-growth sector. Under responsibility of Directing Manager, your main missions will be the following ones:

- Inspire the sales team to accomplish set goals and to seek opportunities to drive business in existing and chosen new markets or segments.
- Be a highly active team player in a dynamic team counting members with experience from several decades to new colleagues. 15 spoken languages exist besides the English we use daily.

- Build long term relationships with key contacts at target customers and partners.
- Sets sales profitability and marketing goals together with the BUM and is responsible in general to develop the sales of seeds for the European sector.
- Supervise the sales team in accordance with company policies & procedures,
- Responsible for tracking customer and market information directly, or from the different sales BU members and for maintenance of the relevant BI company databases
- Initiate or support promotional events for the sales and marketing at corporate or country level.
- Analyse and challenge the operative seed business unit development.
- Monitor risk and opportunity factors in the market and sector, and inform the team
- Work closely with the CEO, and Strube's management and Board to assist development of winning strategies for the BU and Company in general.

**Your profile:**

- Preferably an academic degree in agro/agri. school (Bac/high school + 5) or related fields with a minimum of five years' experience in international seed sales. And with a solid background and knowhow from these functions.
- Alternatively, with a similar academic and professional background but from the professional processing seed industry or similar important point in the food value or supply chain.
- Preferably with several years of experience in leading people in a team-based environment building on trust, empowerment, collaboration, efficiency and efficient communication.
- Being the otherwise "right person" for the job, less experience is also accepted. In this case a training and development program will be implemented, and the candidate will not assume the full managerial responsibility until 1-3 years later, as per agreement.
- Analytical and well-developed social skills, convincing power in presentation and general interaction with clients and colleagues is required.
- you are responsive, available and involved. Your sense of relationship, negotiation and display assertive and professional behaviour is essential for this position.
- You adopt naturally a solution orientated position and seek collaboration where needed.
- Fluent French and English spoken. Normal business office level in writing. further language(s) e.g. German is an advantage.
- Good skills in general use of Microsoft office software, especially Excel is needed upfront, or must be acquired in the first period. Similarly, skills in work with databases and BI software.
- Project Management experience.