

As global demand for food and fuel continues to rise, we are dedicated to our purpose: Bringing plant potential to life. Syngenta is one of the world's leading companies with more than 24,000 employees in over 90 countries. We work in a collaborative and inspiring culture where personal contribution is rewarded and growth and development are at the heart of our culture.

Through our world-class science, global reach and commitment to working with our customers, we help to increase crop productivity, protect the environment and improve health and quality of life.

There's never been a more important time to join Syngenta.

Station Manager - #2025 – Kekaha or Kunia, HI

Role Purpose –

The Station Manager will provide overall site leadership and team development for key deliverables as defined by corn and soybean trait development, introgression, and supply chain support functions. Leadership in process efficiency, budget management, HSE, HR, stewardship, communications is crucial to this role for the site and its development and positioning within the Syngenta NAFTA region. Metrics quantifying process efficiency and improvement goal will be developed for the site to create an innovative and motivated team environment at the station.

Accountabilities –

1. Personnel Management of site support staff
 - Recruit, hire, train and manage 6 to 12 direct reports at the site.
 - Recruit and manage up to 150 seasonal staff.
 - Develop and foster a dynamic and innovative team environment at the research station.
 - Ensure company and department goals and policy including safety, security and trait stewardship are met.
 - Ensure regular review of station staff performance objectives and metrics.
2. Encourage regular training for the professional development of station staff. Oversee station activities to assure that department standards and timelines are met for planting, agronomic management and harvesting of:
 - Corn nursery and topcross rows
 - Corn and soy trait development projects
 - Soybean crosses and increases
 - Diversified Crops including wheat and other cereals projects
 - Interface with Supply Chain Management on increases and samples production
3. Align resource and work plans in cooperation with the Demand and Process team in NAFTA and Supply Chain Management.
4. Encourage communication with respect to success and failures from the team members to support process improvement within the Continuous /Winter NAFTA efforts.
5. Plan, forecast and manage operating and capital budgets.
6. Develop site and capacity improvement capital plans which will allow capacity to expand to meet demand and process goals
7. Proficiency in handling direction and communication in a matrix organization.

Knowledge, Experience & Capabilities –

Critical knowledge

- A thorough knowledge of corn and soybean production and research processes and requirements.
- Broad knowledge of breeding, trait introgression and marker technology associated with corn and soybeans
- Understanding of tropical growing environments and impact on seed quantity / quality.
- General understanding of field, road and lab equipment utilization.
- A good understanding of cultural practices (e.g., weed control, soil fertility practices).
- A good understanding of Hawaiian culture.

Critical experience

- Masters degree and five years experience in tropical site preferred
- Demonstrated winter research site management
- Demonstrated ability to effectively manage and motivate staff and teams

Critical technical, professional and personal capabilities

- Excellent organizational and planning skills.
- Excellent interpersonal skills
- Ability to effectively function as a team member in cross functional activities
- Ability to understand and communicate complex instructions.
- Excellent problem solving skills.
- Ability to establish priorities and oversee multiple research activities simultaneously at peak work periods.

Critical leadership capabilities

Set Direction

- Sets ambitious strategic goals
- Communicates inspirationally

Create Edge

- Steps beyond comfort zones
- Fosters a culture of creativity and innovation

Drive Results

- Focuses energy on must-wins
- Manages performance to high standard

Liberate Potential

- Develop self and others
- Recognizes and celebrates success

Critical Success Factors and Key Challenges –

key performance metrics that tie back to accountabilities:

- No accidents experienced
- Accurate LE projects, adherence to plan.
- All projects executed on time and with quality.
- High performing staff recruited developed, and retained.

Additional Information –

- A minimum of two years in current position is required (requirement for internal applicants only)
- All applicants must be eligible to work in the US.

Physical demands of the essential functions:

- Periods of intense work at most times of the year (continuous planting, pollinating, harvesting)
- Ability to travel by automobile
- Ability to travel by airplane to the mainland or other winter / continuous sites

Working conditions while performing essential functions:

- Indoor – extensive work at a computer for long periods of time
- Outdoor – extensive work under various weather conditions for long periods of time

Syngenta offers a competitive salary and benefits package, including market-based pay, health/dental insurance, a generous 401(k) program, paid time off, tuition reimbursement and relocation assistance.

Qualified candidates should apply today! Please submit your application online at www.syngentacareers.com. EOE