

Syngenta - Role Requisition/Profile

ROLE DETAILS

Role Title: Developmental Sales Rep

Reports to Role: DSR Mgr

Location: Greensboro, NC & Field

Department: Commercial Operations

Interview Contact (Name/Phone Number):

Lee Prather / 706.831.5101

FLSA: Exempt Non-Exempt

ROLE PURPOSE/ACCOUNTABILITIES –

- Provide value added services to strategic accounts. Each rep will work with strategic accounts within a core geography.
- Assure proper product use and expectations to include; product features and benefits, pest identification, scouting, application timing, grower/retail meetings and sale confirmation. This will also include follow-up with key growers after the use season.
- Develop and implement a territory business plans to achieve sales objectives and identify opportunities for growth.
- Assist the Business to exceed financial and market share objectives.
- Act as steward of product portfolio by making product use recommendations and by managing complaints in the field as needed.
- Develop a profound understanding of customer needs via consultative selling within assigned market areas.
- Be Team focused and exhibit a passion for continued success.
- Develop relationships with targeted growers and retailers through pro-active outbound marketing programs.
- Attain sales and marketing goals.

KNOWLEDGE SKILLS & EXPERIENCE –

Critical Knowledge:

It is essential that the candidate have a broad knowledge of the product portfolio and of the assigned crop markets. The candidate must be able to recognize competitive activities in the marketplace and know how to effectively minimize impact without compromising profitability targets.

Critical Skills:

The candidate must have the following competencies:

- Customer Focus – candidate must be dedicated to meeting the expectations and requirements of external customers and clients; obtains first-hand customer information and uses it for improvements in products and services; acts with customer in mind; establishes and maintains effective relationships with customers and gains their trust and respect.
- Business Acumen – candidate must know how businesses work; knowledgeable in current and possible future policies, practices, trends, technology and information affecting his/her business and organization; knows the competition; is aware of how strategies and tactics work in the marketplace.
- Resilience – candidate must be able to recover rapidly from adversity, change or misfortunate; must have the ability to bounce back from difficult situations; have the capacity to make realistic plans and take steps to carry them out; candidate must have a positive view of self and confidence in his/her strengths and abilities.
- Integrity and Trust – candidate must be widely trusted; seen as a direct, truthful individual; can present the unvarnished truth in an appropriate and helpful manner; keeps confidences; admits mistakes; doesn't misrepresent him/herself for personal gain.
- Drive for Results – can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; very bottom-line oriented; steadfastly pushes self and others for results.
- The candidate must be team focused and exhibit a passion for continued success.
- Candidate must possess strong interpersonal and communications skills, which are required for this role.
- The candidate must demonstrate he/she possesses excellent sales and negotiations skills.
- Candidate must have, as a minimum, basic personal computing skills.

Critical Experience:

This position requires a Bachelor's degree, preferably in Agriculture. The candidate needs to demonstrate a strong sense of customer focus and demonstrate he/she possess excellent sales/negotiations skills and resilience.

ADDITIONAL INFORMATION

- Initial training in Greensboro, NC.
- Travel Requirements – 75%
- After a six to twelve month training program, the candidate must be willing to relocate anywhere within the continental United States, when a sales representative position is available.

**If you are interested in the above position, please submit your electronic resume
by the posting close date to steve.sheppard@syngenta.com
No hard-copy resumes will be accepted.**

We are an Equal Opportunity Employer. M/F/D/V

Why work in the Agriculture industry?

- By the year 2030, the world population is expected to increase by 2 billion people, while at the same time the number of acres farmed will decrease. Have you ever thought of how we are going to feed 2 billion more people, while remaining environmentally responsible... **We have.**
- The agricultural business is unique, running the gamut from basic human need for food to complex science, thus meeting the worlds demand for food, feed and fuel.
- Global, dynamic and challenging, the agricultural industry is at a crossroad requiring greater creativity, innovation and ability.
- Technology has created opportunities for new ways of doing business, expanding industry knowledge and leading to new jobs, growth and change.



Why work for Syngenta?

- We are the market leader in agriculture and throughout the world we lead the industry in consistent, high business standards. We are genuinely committed to protecting human and environmental safety.
- We are well respected by the financial markets, academia, regulators, customers, professional societies and our competition.
- We are a global company that offers interesting career opportunities and a richer, more diverse environment.
- We are well positioned to capitalize on industry trends and strengthen our business; we have the courage to shape our future.

Some personal reasons to work for Syngenta...

- Our Work Matters... **40%** of the worlds food would not exist without our crop protection products.
- Challenging work with high level of responsibility and recognition for accomplishments.
- Career development - Syngenta invests in your future.
- Excellent relationship between employees and management.
- A rewarding life outside of work - Syngenta strives to understand employees' personal needs.

What you can expect from Syngenta ...

Your Work Will Matter & Your Potential Unleashed...
Both sales representatives and student interns gain invaluable work experience and knowledge about the food and feed chain with Syngenta. Employees are provided opportunities to engage in challenging work assignments. Employees are empowered and accountable for decision-making, as well as their own personal career growth. You have the opportunity for development nationally, as well as internationally.

What we expect of you ...

As a Syngenta Crop Protection employee, you will complete a detailed training program. As an Ambassador of Syngenta, we will expect you to:

- demonstrate a consultative selling approach to the market
- perform market analysis
- align customers strategically
- maximize profitability of the territory, district and business unit
- develop committed, trusting relationships with business partners
- participate in allocation of resources
- collaborate on tactical execution of brand marketing and implement integrated offers from other Syngenta companies.

Quality products and quality experience

Employees with Syngenta work with a dynamic product portfolio. Your employment focuses on selling and servicing our customers and developing business plans to market and grow our own business as well as that of our customers. You will have the opportunity to participate in:

- developing business plans and crafting a consultative joint planning approach with customers to grow our businesses together
- distributing information and selling leading crop protection products and services
- introducing new marketing concepts
- establishing new-product development plots
- conducting special sales programs
- experiencing budget management and control



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A World Perspective

Syngenta is a world-leading agribusiness committed to sustainable agriculture through innovative research and technology. With products in Crop Protection and Seeds, Syngenta helps growers around the world increase their productivity and address the world's growing demand for food, feed and fuel. Syngenta is the leader in crop protection, second in flowers and third in the high-value commercial seeds market, had 2007 global sales over \$9.25 billion.

Crop Protection product lines accounted for 67% of 2007 sales and include:

- selective herbicides (34%)
- nonselective herbicides (15%)
- fungicides (32%)
- insecticides (19%).

The company is also a world leader in research and development, investing more than \$2,000,000 per day into research and development and employing 5,000 scientists worldwide.

Over 21,000 people work for Syngenta in over 90 countries; our employees help to address today's global agricultural challenges, such as the need to produce more food from less land, by bringing the potential of plants to life.

Syngenta is listed on the Swiss and New York stock exchanges (SYNN & SYT).

In North America

Syngenta operates a regional business structure. The North American Region (NAFTA), represented by the United States, Canada and Mexico, had crop protection sales over 3 billion in 2007.

More than 4,500 employees work for NAFTA in the areas of crop protection, flowers and vegetables, seeds and plant science.



Career Opportunities with a Dynamic Organization

Developmental Sales Rep Program

As part of Syngenta's drive to be a World Class employer, respected for being better, faster and on brand, the Developmental Sales Rep program was created. The objective of the program is to implement an effective recruitment and training program to develop a pool of highly qualified employees.

The program is designed to optimize our approach to field-force training and development, while allowing a broad training experience for entry level employees. New hire employees selected for the program will be recent college graduates who are mobile within the United States. They will receive six to twelve months of in-depth technical product and agronomic training, while also providing Syngenta an edge to attack in-season sales opportunities as they arise. Upon successful completion of the development program, these employees will be assigned to either field sales territories or in-house sales.

Student Internship Program

Our internships are full-time positions that run for 13 week during the summer months of May through August. Operated through our Business Units, internships provide real-world experience and an up-close look at the agricultural industry.

To qualify for an internship at Syngenta Crop Protection, you must have at least two years of college, expect to receive your B.S. degree within the next three semesters (or four quarters) and have a farm background or practical agricultural experience.

If you are interested in an opportunity to work for a world leader in agribusiness and have the requisite qualifications, please visit our careers website and electronically mail your resume.

<http://www.syngentacareers.com/listing/>

Syngenta is an equal opportunity employer.



A World-leading Agribusiness

**Have you ever thought about
how the world is going to feed
8 billion people?**

We Have!

Our Work Matters

**Agricultural Sales and
Internship Programs**



Syngenta Job Posting Website

<http://www.syngentacareers.com/listing/>



www.syngenta.com