Job Title
Researcher – Green Roof Plants and Substrates

Company
Xero Flor Green Solutions

Location
Landing places to be decided: Asheville, NC USA or Arnhem, the Netherlands or Gross Ippener, Germany. Home office option possible.

Background
Xero Flor Green Solutions (XFGS) is a leading green roof company based in Germany. It specializes in lightweight low maintenance pre-cultivated extensive green roof systems and holds many patents in the field. It operates globally through its international licensing network. In meeting the global challenges and expanding its R&D capabilities, XFGS is seeking a researcher with expertise on plants and substrates to support on-going research projects and develop new products/systems.

Education
Bachelor, Master or Ph.D. in Agronomy, Horticulture, Biology, Engineering or related field

Language
Excellent oral and written communication skills in English; fluency in other languages is an asset.

Responsibilities
Provide expertise on plants and substrates to support R&D team in developing green roof products;
Recognize and anticipate clients’ needs and develop R&D projects to address them;
Support and work with other departments within the company;
Develop proposal, design, execute and manage research projects;
Prepare scientific/technical publications for technical and business audience;
Disseminate results/findings at conferences/exhibitions.

Technical Competencies
Significant knowledge and experience in the field of agronomy or horticulture or biology with a focus on plant growth and establishment;
Solid knowledge in soil science and test methods, hands-on experience in testing, developing and formulating substrates for specific conditions;
Significant knowledge and experience in designing and setting up plant trials and performing statistical analyses to aid plant selection;
Good knowledge and experience with green roof plants such as succulents, mosses and ground cover, xeriscaping, water management and irrigation systems;
Excellent technical and business writing skills and oral communication skills;
Basic knowledge with roof systems, building construction, drainage and water management is an asset;
Experience with nursery operation and cultivation production is an asset.
Behavioural Competencies
Ability to take initiative, think creatively and innovatively;
Good problem solving skills, results-oriented, strong entrepreneurial skills;
Ability to work effectively and collaboratively in a team and in a multi-cultural environment
Professional attitudes such as commitment, collaboration, open-mindedness and flexibility

Condition of Employment
Travel and drive license will be required. Travel long distance and for long period at times.

Salary
Compensation is determined based on qualifications.

Start Day
September 1st, 2012 (negotiable)

Application
Please send resume by e-mail before the end of June 8th, 2012 to:

Dr. Karen Liu
Director of Research and Development - North America
Xero Flor Green Solutions
KarenLiuXFI@shaw.ca