

Version	Version Date	Created By	Approved By
2	Feb 2022	M De Soya	M De Soya

INTERNAL VACANCY ANNOUNCEMENT

Job Title: HEAD OF SEED PRODUCTION

DEADLINE FOR APPLICATIONS: FRIDAY 31ST JANUARY 2025

We are looking to recruit a Head of Seed Production to drive excellence in our seed production (vegetable and agriculture) and plan for a sustainable future, reporting directly to the Deputy Chairman. The successful candidate will lead the Seed Production team, focusing on agricultural and field crop seeds. Your role will involve creating and delivering multi-year seed production plans that meet sales forecasts, ensuring high quality, volume and certification standards. You will be working closely with our commercial, breeding and operation teams, playing a vital role in meeting commercial demands and supporting our commitment to excellence.

The successful candidate must be able to demonstrate strong understanding of seed production (especially cereal and oilseed crops) along with commercial awareness and leadership skills. Additionally, broad crop experience and scientific/breeding or agricultural knowledge would be advantageous. This role may require some business travel both within the UK and outside of the UK (some of which may occur outside of standard working hours) so a full driving licence will be essential.

Responsibilities and Duties

- Lead the seed production team, ensuring that all staff are trained, motivated and performing well in their respective roles. Standard operating procedures and other documentation to be in place and well maintained.
- Work closely with the sales teams to ensure quality, volume, timing, cost and certification requirements on seed production are understood, and planned for.
- Produce and implement a five-year seed production plan for all Elsoms varieties that fulfils the sales forecast ensuring seed quality and purity is industry leading
- Work with breeders and the lab team to ensure commercial productions maintain the required purity and genotypic/phenotypic characteristics.
- Work with the Operational team to ensure full communication with volumes for processing time scales etc
- Manage the departmental budget and provide reports and updates as requested.
- Work with UK and overseas growers, contractors and processors who can deliver to our specifications. Negotiate and agree appropriate contracts. Resolve and issues and problems as they arise.
- Manage and maintain the seed production team's facilities and equipment.
- Continuously identify improvements in the efficiency and effectiveness of the seed production function.
- Actively contribute to the departmental strategy and support other managers in the business.
- Always ensure the health and safety of staff.

Qualifications

- ESSENTIAL – Degree in relevant subject or equivalent through experience

If you would like to apply, please complete or request an internal application form from **Margaret De Soya** (Contact: extension 5043 or email hr@elsoms.com)