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| **Department** | **AGRICULTURE BU** | **Reports To** | **HEAD OF AGRICULTURE BU** |

## **Job Overview**

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| Bridging the Elsoms research-driven breeding programs and the successful commercialisation of new varieties. You will oversee technical aspects of product development pipelines, coordinating across breeding, product advancement, seed production, and the commercial team. Your focus will be guiding the breeding outputs to align with customer needs (including UKFM and MBC members), regulatory requirements, and market strategies. This position requires strong cross-functional leadership, technical depth in plant breeding, and an ability to translate scientific outcomes into commercially viable products. |

## **Responsibilities and Duties**

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| * Liaise between breeding, product development, marketing, and sales teams to ensure alignment on variety positioning, timelines, and customer expectations.
* Lead the VSC evaluation of pipeline and candidate varieties through multi-location trials, analysing performance data for selection and recommendation decisions.
* Develop and maintain product advancement criteria and ensure robust, data-driven advancement decisions.
* Develop technical data to support sales. Technical data might include agronomic information, performance in processing trials (e.g., breadmaking, malting, distilling), or performance of the variety in end-uses such as an ingredient in feedstocks for meat production or for Bioethanol plants, for example.
* Manage Technical relationships with end user and markets including Milling Wheat and Malting Barley (actively contributing to MBC and UKFM conversations)
* Support intellectual property (IP) protection, regulatory submissions, and technical documentation for variety registration.
* Contribute to the development of technical marketing materials and provide agronomic training to internal teams and external partners.
* Promote continuous improvement in technical operations, integrating new breeding tools, trialling methods, and digital platforms.
* Ensure there is a strong relationship with agency crop suppliers. Manage third party or agented variety registrations and Plant Breeders Rights.
* Actively contribute to the company and departmental strategy/goals and support other departmental managers.
* At all times, maintain Elsoms’ strong Health & Safety culture and practices with a clean, safe working environment, safe working practices, and keeping accurate records.
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## **Qualifications**

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| * ESSENTIAL – Degree in relevant subject or equivalent by experience
* DESIRABLE – FACTS / BASIS qualification
* ESSENTIAL – GCSE and/or A Level in English, Maths & Science subjects or equivalent
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## **Knowledge, Skills & Abilities**

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| * Excellent crop knowledge and experience of a very wide range of crops. Understands farmers and farming and with a critical appreciation of a wide range of crop varieties
* Significant experience working in agriculture, preferably for a breeder
* Wide experience of agricultural markets, drivers, influencers, demand, process requirements for all relevant industries such as feed, fuel, distilling, baking, brewing, export, AD, livestock, etc
* Experienced in data generation, trial design and analysis plus presentation of results in a commercial environment
* Worked in a commercial environment and understands the pressures and demands
* Understands the seed production and certification process in great detail
* Networking and relationship building skills
* Excellent attention to detail and ability to plan over several seasons and across multiple crops, timelines and processes
* Previous experience of people management and development skills
* Communication (verbal and written), Collaboration and Negotiation skills
* Excellent organizational, literacy and numeracy skills
* Effective IT skills including Microsoft Office and SharePoint
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## **Person Specification**

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| * Highly driven to achieve personal success, meeting and wherever possible exceeding agreed targets, passionate about their subject
* Someone who is open to giving and receiving constructive feedback and can encourage new ideas from team members
* Someone who understands the company values and proactively tries to live by them at work
* Someone who is passionate and able to keep up to date with the industry in which they work
* Someone who is interested in continuous improvement and making processes as efficient and cost effective as possible
* Someone who is keen on continuous professional development (for both themself and any direct reports) and is able to share their technical knowledge and experience with others, adapting the message to the audience
* Someone who takes health and safety seriously and leads by example to encourage a safe and healthy work environment for the team
* Someone with a flexible approach to working hours to suit business/work demands
* Ability to handle routine tasks and procedures.
* Equally capable of working alone or as part of a team.
* Ability to remain calm and focused when working under pressure.
* Able to communicate appropriately with team members and internal and external contacts.
* An ideas person – someone who can spot opportunities and generate information to support them being progressed
* Clean, full driving license
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This role requires business travel both within the UK and Europe with some travel occurring outside of standard working hours.

**Approved By: Toby Reich Date Approved:11th August 2025**

 **Head of Agriculture**