

## HEAD OF PRODUCT FORMULATION & STABILITY

**The role of the Head of Formulation Sciences is to innovate in seed treatment options and delivery systems in order to build a differentiated Formulation capability that allows Indigo to consistently and effectively combine any microbe with any chemical seed treatment. In order to do this, the Head of Formulation Sciences will need to build a strong team of internal and external A players, and personally ensure development, delivery and customer support happens effectively in the interim.**

### Outcomes

#### Formulation

1. Define main formulation levers and technical challenges that impact performance for each microbe and delivery format.
2. Develop multiple formulation approaches / formats that evolve into platforms for a variety of different microbes.
3. Develop formulation technology that could combine any microbe with any chemical seed treatment and achieve stability
4. Standardize formulations and process protocols across crops and strains.
5. Develop stable liquid formulations for all products that can be applied to seeds in liquid form.

#### Stability

1. Define program to develop technologies for long-term bulk product stability out to 2 years.
2. Innovate process, formulation and preservation technologies for bulk and final product stability.
3. Innovate formulation and seed treatment technologies to enable 12 month on-seed survival.

#### Integration with Seed Treatment

1. Integrate a strong understanding of industrial seed treatment processes and scale-down to a lab-model for use in all seed coatings.
2. Increase seed-to-seed consistency of seed coating process. Develop internal capability for lab and pilot scale seed treatments.
3. Enable seamless integration of Indigo product delivery with seed treatment equipment / partners.
4. Innovate delivery systems for microbial products
5. Create revolutionary local seed treatment options that provide growers reliable options to treat on the field with minimal additional capital equipment or infrastructure.

### Key Leadership Competencies

- Passion for Agriculture and Formulations.



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- Demonstrate strong strategic and critical thinking skills.
- Strong knowledge of current and cutting edge formulation landscape.
- Understands and can communicate formulation concepts in plain terms to varying audiences.
- Work autonomously and in a self-directed manner but always within the expectations of and parameters set by the CEO and other business leaders.
- Set and maintain high standards for self and the team.
- Possess strong EQ (interpersonal, communication and relationship building skills).
- Demonstrate strong analytical skills and well-structured communication skills.
- Communicate both positive and negative issues in an open, direct, and straight-forward manner.
- Demonstrate a team-oriented style and strong work ethic.
- Demonstrate an appropriate balance of confidence and humility.
- Demonstrated ability to gain consensus working collaboratively and cross-functionally with internal and external parties.
- Hands-on leader.
- Team building and management.
- Ability to iterate, learn and adapt quickly as the market and technology landscape evolves.

Location: Charlestown, MA