

JOB DESCRIPTION

Title: Field Development Specialist

Date Last Modified: December 2016

Department:	Research & Development	Classification:	Exempt
Supervisor:	Director of Research & Development	Grade:	Q
Status:	Regular Full Time	EEO Group:	

Position Objective:

Participate and implement a diverse field research program for current and developing products in North America. With limited direct supervision, working with the Product Development Team to plan, manage and conduct both external research trials to obtain data defining the activity of experimental compounds, which have been identified as candidates for new product development or with existing products in current and new markets. Build an effective network of external contacts that can positively influence the advancement of BioWorks objectives. Act as a technical resource to Technical Sales Managers. Participate as a team member to assist in developing and launching new products for crop protection, nutrition and plant health. Directly responsible for protocols to define and demonstrate the performance advantages of BioWorks products in comparison to competitors, and provide product benefit training, in writing and verbally, to Technical Service as new products approach registration.

Essential Functions and Responsibilities:

- Maintain a positive work atmosphere by acting and communicating in a manner that promotes cooperation with customers, collaborators, vendors, co-workers and management.
- New Product Development
 - Primarily responsibility for the appropriate design and timely completion of all biological performance studies for compounds in the field development phase of new product discovery and development
 - New product development is primarily focused on advanced stage products, but significant involvement in early stage testing is expected. Must also collect, summarize, and present data which supports sales impact
- Technology Exchange
 - Support Technical Service by providing training on products in the registration phase and helping with product efficacy and benefit demonstrations for Marketing and Sales
 - Serve as the local BioWorks contact for University staff and establish a working partnership with them
 - Make presentations to internal and external customers for product training and at scientific meetings to promote and create interest in BioWorks
- Marketing and Sales Support
 - Both direct and indirect support of Marketing and Sales is provided, with indirect support being most frequent
 - Serve as an alternative technical source for TSM and customers to assist the sales efforts both in the field and on the phone.

- Influencer/Customer Activities
 - Network with peers, Technical Service, Technical Sales Managers, and Product Development management to identify new business opportunities; explore means to capitalize on these opportunities, and to optimize BioWorks resource
 - Represent BioWorks in local, Regional, National and, as necessary International professional societies and commodity groups.
 - Assist with special emphasis seminars. Maintain direct communications with key customer and University resource personnel to keep updated on changing technology and/or plant health and plant pest problems
 - Represent BioWorks in the Academic and Professional Community. Identify Centers of Influence (COIs), develop relationships and influence when appropriate and in keeping with ethical behaviors
- Safety
 - Responsible for field safety in handling and storage of pesticides and equipment used to conduct field trials
 - Operate vehicle in safe manner. Assists in safety training on pesticide use to territory Sales personnel
- Team Based Activities
 - Develop and implement a focused field research program based on input from Marketing, Sales team, New Product Development, Technical Services, and customer needs
 - Prepare and manage research trial budgets. Prepare reports and summaries for all field research trials, including conclusions and recommendations.
 - Cooperate with Product Development and Technical Service to conduct trials in areas or crops not readily available at other locations
 - Identify new opportunities and plan strategies with Tech Service, Marketing and Sales on a district/regional level to capitalize on new business opportunities for important uses within the Field Development territory
- Professional Development Growth
 - Maintain an active status in appropriate professional societies and industry groups and prepare and deliver technical presentations at meetings
 - Ability to work well independently as well as part of a team
 - Willingness and ability to provide superior customer service
 - Capable of delivering results with little supervision and to effectively prioritize duties
 - Ability to work under stress and work on multiple competing priorities at one time
 - Functional knowledge of all key and most secondary crops and pests within the territory is essential, and a working knowledge in all markets is required
 - Incumbent must be a proven resource for innovation, trial design, and conduct of field trials, with regional/national familiarity with crop/pest biology and management principals in the area of his/her specialty
 - Demonstrate strong, sustained desire to improve, personally and professionally

Essential Qualifications - Education, Experience, Skills: (in order of importance)

- **Education:** Minimum B.A/B.S. degree preferred in Plant Pathology, Entomology, Microbiology, Plant Sciences or related field
- **Experience:** With 0-3 years' professional experience in the evaluation of crop production technologies and previous industry experience in managing a Field territory.
- **Complexity of Work and Decision Making:** A variety of non-routine duties, related duties that require the exercise of judgement in order to determine action to be taken. Resolves problems that may affect more than the incumbents own job but remain within established standard practice.

- **Accountability:** Objectives is defined but the how is defined by broad and varying policies, procedures, rules and precedents. Employee plans and arranges own work while the supervisor provides some functional guidance. Details of accomplishing the objective are left to the position. Unusual situations are referred to supervision. Moderate accountability for some operational, fiscal and/or human resource activities.
- **Consequence of Errors:** Errors difficult to detect. Adverse impact. Duties may involve the evaluation of data for making recommendations on which top management bases important decisions.
- **Customer Interactions:** Outside and/or inside contacts involving carrying out organizational policies and programs and influencing others were improper handling will have marked effect on operating results. Contacts may involve dealing with people of substantially higher rank on matters requiring explanation, discussion, persuasion and obtaining approvals. Considerable tact is required.
- **Job Impact:** Provides information or data and functional advice and guidance to individuals inside the immediate work area and to other positions with more direct impact on the organization. Work may be complex but effect on overall organization is relatively minor.
- **Environment and Use of Equipment/Machinery:** Operates or uses complex office, lab/biological or maintenance equipment, machinery or tools. In-depth training/Advanced required. Performs complex set-up and operations.
- Highly motivated to meet project deadlines in a fast-paced working environment
- Working knowledge of scientific principles and methods
- Self-directed and the ability to work and solve problems independently
- Dependable and high-energy
- Excellent written, verbal communication skills and interpersonal relationships
- Highly organized and computer literate
- Working knowledge of statistics and data interpretation
- Project management experience a plus
- Ambitious with a positive mindset

Essential Values & Guiding Principles: (for all employees; all of equal importance)

• DWYSYWD	• Balance	• Results Count
• Integrity	• Mature and Professional Conversations	• Self-Direction
• Crystal Clear	• Mutual Purpose	• Show Me the Money
• Courage	• Open	• Trust is a 2-Way Street
• Generosity	• Our Customers Pay our Salaries	• We are in this together
• All In	• Personal and Professional Improvement	• Work Hard – Play Hard
• Intelligent Mistakes		

Physical Demands:

- Ability to lift up to 50 pounds.
- Flexibility in scheduling to satisfy project needs and priorities
- Computer keying repetitive motions
- Possible eye strain

PHYSICAL ACTIVITY CHART

ACTIVITY	OCCASIONALLY REQUIRED	FREQUENTLY REQUIRED	JOB RESPONSIBILITIES that require physical demands checked
Standing		X	Talking with potential customers in their environments (labs, fields, greenhouses, etc.)
Walking		X	Working with customers to resolve their issues and determine their needs
Sitting		X	Computer and phone duties
Lifting	X		Working with customers to resolve their issues and determine their needs
Carrying	X		Working with customers to resolve their issues and determine their needs
Stooping	X		Working with customers to resolve their issues and determine their needs
Kneeling	X		Working with customers to resolve their issues and determine their needs
Speaking		X	Working with customers to resolve their issues and determine their needs
Hearing		X	Working with customers to resolve their issues and determine their needs
Seeing		X	Computer work, forms, reports
Repetitive Motion		X	Keying and mouse for computer