



Job Title: State Regulatory Lead

FLSA Status: Exempt

Reports To: Regional Regulatory Head, NAM

Date: September 2020

Summary

The State Regulatory Lead is responsible for the registrations and marketability of assigned product lines. Reporting to Senior level regulatory management, the State Regulatory Lead is responsible for the professional interaction with the state and/or local regulatory authorities, trade associations, grower groups, customers and industrial partners, and competitors as required by job function.

Qualifications

The successful candidate will be a self-starter with the ability to work in a team environment. To perform this job successfully, an individual must be able to accomplish each essential duty satisfactorily. The following requirements are representative of the knowledge, skill, and/or ability required for this position.

Essential Duties and Responsibilities include the following. Other duties may be assigned.

- Lead state regulatory team and support overall regulatory strategy to support and maintain UPL's business within the states.
- Plan and coordinate all state registration activities, maintain and defend UPL products.
- Represent UPL in key industry groups and influence outcomes on key issues to benefit both the industry and UPL. Develop and maintain vital relationships by interacting with state regulatory agencies, trade organizations, grower groups, industry task forces, and trade associations to effectively communicate the Company's regulatory concerns and objectives
- Work closely with regulatory personnel as well as provide regulatory advice and strategic support to management, R&D technical personnel, sales and marketing teams.
- Ensure compliance with all applicable regulatory standards and record-keeping requirements are met.
- Assists regional regulatory head with budgeting activities related to state regulatory budget.

Requirements

- Ideal candidate will possess at least a minimum of a bachelor's degree with 5 years experience or have at least 10 years relevant experience in direct, hands-on management of US state regulatory issues.
- Demonstrated ability to work within a team environment.
- Highly developed written and oral communication skills; excellent interpersonal skills and ability to operate effectively within a highly matrixed organization and regulated business environment.
- Proficiency in Microsoft Office Suite programs
- Strong problem-solving skills;
- Ability to multitask and demonstrated organizational skills

KEY COMPETENCIES:

Position Competencies include:

- **Relationship Management** – Maintains regular communication with vendors and internal customers and fosters partnering relationships. Responsive to internal customer needs and wants through planned, personalized communication in order to provide insightful data to support commercial team to meet their goals.
- **Business Acumen** - Degree to which an individual understands and applies business knowledge to maintain and advance organizational effectiveness
- **Results Orientation** – Holds self and/or others accountable for accomplishing work commitments and deliverables; understands the targeted results he/she is accountable for and actively strives to achieve them; sets and achieves high standards of performance
- **Initiative** - Recognizes what needs to be done and takes action and accomplishes results as the situation demand

Supervisory Responsibilities:

- Number of direct reports – 2
- Number of indirect reports – 0
- Revenue responsibilities – not applicable
- Budget responsibilities

Travel: Ability to travel 25%

PHYSICAL DEMAND ANALYSIS

DESCRIBE WORK ENVIRONMENT: Climate-controlled office.

SUMMARIZE THE PHYSICAL DEMANDS ASSOCIATED WITH THIS POSITION:

The physical demands are minimal. Exposure to hazardous material is minimal.

PHYSICAL DEMANDS OF ESSENTIAL FUNCTIONS:

X IN APPROPRIATE COLUMN:

O = OCCASIONAL F = FREQUENT C = CONSTANT

WEIGHT INVOLVED (IF APPLICABLE)

	FREQUENCY OF ACTION			UNDER 20 LBS			20-60 LBS			OVER 60 LBS		
	O	F	C	O	F	C	O	F	C	O	F	C
STANDING	X											
WALKING	X											
SITTING			X									
CARRYING	X											
BENDING	X											
LIFTING	X											
PUSHING	X											
PULLING	X											
TWISTING	X											
REACHING	X											
SEEING			X									
GRIPPING	X											
HEARING			X									
Scale	OCCASIONAL 1-33% OF TIME FREQUENT 34-66% OF TIME CONSTANT 67-100% OF TIME											

All job requirements listed indicate the minimum level of knowledge, skills and/or experience necessary to perform the job proficiently. This job description is not to be construed as an exhaustive statement of duties, responsibilities or requirements. Employees will be required to perform any other job-related duties as requested by their supervisor, subject to reasonable accommodation.