**APPLIED RESEARCH SCIENTIST II CROP PROTECTION**

**General Information**

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| --- | --- |
| Area | Applied Research |
| Department | Applied Research/Agronomy |
| Location / Location | Different |
| Last revised date | January,2018 |
| Is this a newly created position? | Yes /No No |

**Organization Chart and Relationships**

*Orrganigram where the position is displayed..* *(Please specify direct and dual report line if applicable)*

|  |  |
| --- | --- |
| **Internal areas:** with which it has a relationship (functional and/or extended) and impact | Agronomy, Relationship with Producers, Operations,Nurseries, Planning, Farming,, Research and Development, Safety, Global Research and Quality |
| **External entities:** (Government, Civil Associations, etc.) organization with which it has a relationship and impact | Producers, Universities, Suppliers, SAGARPA, Aneberries, Research Centers |

**Position objective**

*Describesthe primary purpose of the position.*

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| Generar research concepts and phytosanitary management practices to obtain improvements in the performance (return/performance/quality) of the four cropss at the Mexico level; ; as well as ensuring the proper functioning of plant health practices throughout the internal and external production chain.. |

**General Responsibilities of the Post**

*Define maximum 8 main responsibilities in order of importance.*

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| --- | --- | --- | --- |
| **Responsibility**  *What?* | **% Time** | **Periodicity**  Daily/ Weekly / Monthly / By Event / By Project / Other (specify) | **Definition (refers to the set of activities for which responsibility is fulfilled)**  *What do you mean, with what?* |
| Supervision of the agronomic operation of crop protection assessments and treatments in test plots and laboratory | 25% | Weekly | Ensure the execution of special treatments of crop protection assessments (pests anddiseases), established in test plots and laboratory, by coordinating with the R&D department, Farming,AI researchers and PC team |
| Support in the adequacy and execution of phytosanitary practices in the nursery stage | 5% | Monthly | Support in the implementation and monitoring of phytosanitary practices ("cleanclean stock"in the management of nurseries, through coordination with the Department of Nurseries |
| Supervision of the implementation ofaluaciones crop protection tests in commercial fields | 15% | Weekly | Ensure the execution and monitoring of special treatments in crop protection assessments established in commercial fields, through coordination with Cooperating Producers |
| Participation in Agronomy tours to commercial fields and attention to Agronomy tours to Applied Research projects in test plots and commercial fields | 10% | By Event | Visit commercial fields during tours organized by Agronomía, as well as attend Agronomy tours to AI projects in test plots and in commercial fields, with internal and external groups (Producers), to provide an update of the progress of the same |
| Coordination of documentation and analysis of relevant technical information and participation in the updating of technical documents | 20% | By Event | Coordinate the collection, analysis and synthesis of data and information regarding laboratory evaluations, test plots and commercial fields, for their documentation and mediant extensionand periodicreports, as well as provide feedbackto Agronomy for the updating of best practice guides(BMPs)and other technical documents |
| Planning and design for the establishment of laboratory crop protection assessments, test plots and commercial fields | 5% | By Project | Coordinate the definition of research priorities and experimental designs for the establishment of laboratory crop protection assessments, test plots and commercial fields,in consensus with AI Researchers and Global Research |
| Definition and participation in mass extension events | 6% | By Event | Define the realization and participate in the delivery in mass events of extension of information on pests and diseases, such as trainings, workshops, conferences, technical meetings, etc. in coordination with Agronomy and with the participation of internal speakers (Agronomy, II, R&D) and external,at the regional and global level, at the regional and global level |
| Complex phytosanitary problems and coordination of interdepartmental working groups | 7% | By Event | Define the strategies of interdepartmental working groups(TECHNICAL Group of PC), and diagnose and solve in an extraordinary way complex phytosanitary problems in commercial fields in support of the area of Agronomy,at the regional and globallevel |
| Budget management | 2% | Monthly | Define and manage the budgets of laboratory phytosanitary assessments, test plots, commercial fields and operating budgets, as well as participate in the annual preparation of the department's budget |
| Staff development | 5% | Weekly | Define staff professional development strategies to achieve own and business goals with a technical and strategic approach |

**Dual Responsibilities**

*If the position has a dual report add the direct responsibilities with it in order of importance.*

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| --- | --- |
| Title of the Dual Position to which he reports | Global Research Plant Health Manager |

*\*Add such report visibly in the Organization Chart and Reports section.*

**Quantitative/Financial/KPI Impact**

*Defines the quantitative impact of the position based on cost, budget, number of employees, number of acres,*  *or other applicable metric.*

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| Generates performance improvements (return/performance/quality) of the four crops through the development of innovation concepts and technical training in crop protection at Mexico level |

**Travel requirement**

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| --- | --- |
| Does the position require the person to travel frequently? | Yes /No No |
| Defines the percentage of time required to travel | 80% |

**Key position challenges**

*Specify whether there is any particular complexity, job risk or any other challenge for this position*

|  |  |
| --- | --- |
| 1. | Improving the average yield and quality of crops in central Mexico |
| 2. | Achieve ejecución proper execution of test plot evaluations in coordinationwith Farming and AI |
| 3. | Achieve technical specialization in crop protection and phytosanitary practices of Agronomy and Nursery teams to provide good technical support and quality product to their customers |

**Innovation Level /**  **Decision Making**

*Specify the level of freedom that the position must have with respect to new projects, products, procedures or decision-making*  *decisiones.*

Zero moderate limited moderado full autonomy for project

**Education, Knowledge and Experience**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Required level of study: | a) Master's or b) PhD | | | | | |
| Study areas: | Agronomy, Biotechnology, Biology, Horticulture, Phytotechnics | | | | | |
| Work experience required in years: | a) 6 years or b) 4 years | | | | | |
| Areas of experience: | Phytopathology, Entomology,, Plant Protection, Agricultural Research | | | | | |
| English language management: | Spoken | (Basic / Intermediate / Advanced / Expert) | Read | (Basic / Intermediate / Advanced / Expert) | Written | (Basic / Intermediate / Advanced / Expert) |
| Experience in managing people (in years): | 4 years | | | | | |

**Technical Skills**

*Indicates what technical knowledge is necessary for the position (computational programs, specific machinery, system management, etc.)*

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| --- | --- |
| Competition | Basic/Intermediate/Advanced DomainLevel/Expert |
| Microsoft Office | Advanced |
| Statistical packages (SAS, JMP, etc.) | Advanced |
| Experimental design | Expert |
| Scientific writing | Expert |

**Driscoll's Competitions**

|  |  |
| --- | --- |
| Competition | Basic/Intermediate/Advanced DomainLevel/Expert |
| **Collaborate:** Create partnerships and work collaboratively with others to achieve shared goals. | Advanced |
| **Courage:** Step forward to address difficult issues, saying what needs to be said. | Advanced |
| **Develop talent:** Develop people to achieve both their own goals and those of the organization's goals. | Advanced |
| **Promotes commitment:**  Create a climate in which people feel motivated to do their best to help the organization achieve its goals. | Advanced |
| **Cultivate Innovation:** Create new and better ways of doing things, so that the organization is successful. | Advanced |
| **Plan and align:** Plan and prioritize tasks to generate commitments aligned with your organization's goals. | Advanced |
| **Push for results:**  Achieve results consistently, even under difficult circumstances. | Advanced |
| **Strategic approach:** See ahead of time future possibilities and translate them into innovative strategies. | Intermediate |

**Other Skills/Attitudes**

*Specifies the level of mastery of other skills, knowledge, or competencies required for the position.*

|  |  |
| --- | --- |
| Definition | Basic/Intermediate/Advanced DomainLevel/Expert |
| Analytical and synthesis capacity | Expert |
| Process planning and management capability | Advanced |
| Good oral and written communication | Expert |
| Ability to interrelation at different levels | Expert |
| Personnel management | Advanced |

**Authorizations:**

**Francisco Amaya García \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Director of Area Compensation and Benefits**

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**Talent**