

PBI/Gordon Corporation
Kansas City, Missouri
Position Announcement

Title:

- Field Research Station Manager

Start Date:

- March 1, 2011 or earlier

Responsibilities:

The Field Research Station Manager will provide overall site leadership and team development for key deliverables as defined by development and field testing of turf herbicides as well as insecticides, fungicides and non-pesticidal products. The individual also will develop field research protocols with assistance from the Research and Development Team; oversee application of materials and field data collection and analysis; and prepare research reports. The Field Research Station Manager also will supervise the Field Research Staff, manage the Field Station budget and conduct periodic tours of field studies as requested.

Accountabilities:

- Personnel Management of site support staff
 - Recruit, hire, train and manage 3-4 direct reports at the site.
 - Develop and foster a dynamic and innovative team environment at the research station.
 - Ensure company and department goals and policies, including safety, security and product stewardship, are met.
 - Ensure regular review of station staff performance objectives and metrics.
- Encourage regular training for the professional development of station staff.
- Oversee station activities to assure that department standards and timelines are met for protocol development; treatment application, and data collection, analysis and reporting.
- Interpret research results and develop subsequent action plans based on the analysis
- Align resource and work plans with departmental and assigned objectives and goals.
- Plan, forecast and manage operating and capital budgets.
- Develop site and capacity improvement capital plans which will allow capacity to expand to meet demand and process goals.

Knowledge, Experience & Capabilities –

- Critical knowledge
 - A thorough knowledge of turf management (agronomics; weed, insect and disease control) and research processes and requirements.
 - In depth knowledge of turf herbicide characteristics, such as mode of action, selectivity of herbicides in turf and leading commercially available products.
 - Familiarization with growing conditions, pest occurrence and application timing in the turf transition zone.
 - General understanding of pesticide formulations and lab equipment utilization.
 - A good understanding of turf cultural practices (e.g., soil fertility practices, irrigation).
 - Sound background in statistics, plot layout, and use of statistical analytical programs, such as ARM

- Proficiency with Microsoft Office software (Excel, Word, Power Point) and Adobe software (for .pdf document creation/modification)
- Critical experience/education
 - PhD. (preferred) or M.S. degree in Agronomy, Horticulture, Plant Pathology, Entomology or related degree with emphasis on Turf
 - Five years experience in applied turf field research.
 - Demonstrated ability to effectively manage and motivate staff and teams
- Critical technical, professional and personal capabilities
 - Excellent organizational and planning skills.
 - Excellent interpersonal skills
 - Ability to effectively function as a team member in cross functional activities
 - Ability to understand and communicate complex instructions.
 - Excellent problem solving skills.
 - Ability to establish priorities and oversee multiple research activities simultaneously at peak work periods.
- Critical leadership capabilities
 - Set Direction
 - Sets ambitious strategic goals
 - Communicates inspirationally
 - Create Edge
 - Steps beyond comfort zone
 - Fosters a culture of creativity and innovation
 - Drive Results
 - Focuses energy on must-wins
 - Manages performance to high standard
 - Liberate Potential
 - Develop self and others
 - Recognizes and celebrates success

Critical Success Factors and Key Challenges –

(Key performance metrics that tie back to accountabilities):

- Accurate adherence to plan.
- All projects executed on time and achieving established goals of the projects.
- High performing staff recruited, developed and retained.

Additional Information –

- Must be eligible to work in the US.
- Must have or be able to obtain a pesticide application license in Missouri
- Physical demands of the essential functions:
 - Periods of intense work during the growing season
 - Ability to travel by automobile
 - Two days per week in Kansas City office
 - Three days per week at Research Station (60 miles from Kansas City office)
 - Ability to travel by airplane
 - Research conferences
 - Trade shows if requested
 - Internal Sales Division off-site meetings if requested

- Working conditions while performing essential functions:
 - Indoor – extensive work at a computer for long periods of time
 - Outdoor – extensive work under various weather conditions for long periods of time
- Must live in Kansas City area

How to Apply

- Material to send:
 - Cover letter
 - Resume
 - Three references
- Send to:

Mary Koch
Director- Human Resources
PBI/Gordon Corporation
1217 W 12th Street
Kansas City, MO 64101
Tel. 816-460-6248
Fax 816-460-3748
mkoch@pbigordon.com

PBI/Gordon Corporation is an employee-owned (ESOP) company and an equal opportunity employer that provides a comprehensive benefit package including health, life, disability and dental insurances, along with a flexible benefit plan, a 401 (k) retirement savings plan and an employee stock ownership plan.