

SePRO CORPORATION JOB DESCRIPTION

Job Title: *Ornamental Research Scientist*
 Department Name: Research and Regulatory Affairs
 Supervisor Title: Vice President, Sales and Research
 Location: Carmel, Indiana

JOB SUMMARY

The *Ornamental Research Scientist* is primarily responsible for research, development, and technical support of SePRO products and product concepts in the nursery and ornamental markets.

PRIMARY RESPONSIBILITIES

- 1) **Provide technical support to the sales and marketing team to develop strategic initiatives.** Interaction is expected with research cooperators, sales specialists and at the end-use level with focus on product and market development. Data collection, report generation, label support, and creation of technical bulletins are expected to be part of role to document results and expand market opportunities. The position is a member of the overall leadership team for the market segment.
- 2) **Develop SePRO's existing portfolio of products for ornamental plant production and evaluate new technologies.** This includes designing and conducting studies to address technical questions, developing lab or technical services to support application of products, and working with customers to generate data to optimize use directions/efficacy for product labeling and use. This position is responsible for identifying opportunities and developing SePRO's existing products and new concepts that are focused on the unmet needs and market opportunities. Research is expected to address both short-term technical needs and long-term strategic initiatives.
- 3) **Direct research planning and implementation with University cooperators and at the SePRO Research and Technology Campus (SRTC).** This position will provide leadership in the planning and conducting of trials with research cooperators. This includes prioritizing research opportunities and implementing studies with focus on product growth opportunities. Interaction with key business partners to represent the technical features and opportunities with existing and new products is expected. This position will be responsible for the technical presence at professional and trade meetings. Significant interaction is expected at the end-user level.

A fair amount of time will be spent traveling to work with research cooperators, attend professional meetings, support research at the SRTC, and to provide technical support to customers with the sales team. Travel is expected on a routine basis in the U.S., primarily. It is expected that trials will be established with research cooperators, end-users, and at the SRTC. Presentations will be made at scientific and professional society meetings to highlight ongoing development activities.

KNOW-HOW

Technical and Functional Knowledge/Skill Abilities — Candidates with a Ph.D. and experience in a discipline related to Horticultural Science and experience with applied research is required. Experience with plant protection technologies and specifically plant growth regulators (PGR) is desired. Applicant should have good computer skills, including proficiency in Excel, Word, Powerpoint, Sharepoint, SigmaPlot, ARM, or other related programs. Personal characteristics of initiative, drive, organization, and attention to detail are important. Candidate should possess excellent verbal, written and listening skills to manage technical issues pertaining to technical recommendations. Also, the ability to manage changing priorities and multiple projects at one time is required to successfully manage daily tasks. The desirable individual is innovative and able to work within a budget.

Human Relations — The position requires good communication skills as there is continuous interaction with marketing/sales personnel, research cooperators and within the R&D department. The ability to communicate with business managers, end-users, and regulatory personnel and maintain excellent professional relationships are equally important. Therefore, good interpersonal skills of both written and oral communication are desired. Additionally, due to the workload required and the relatively small

numbers of people involved, the position requires flexibility in thinking and action to accomplish given tasks and goals.

PROBLEM-SOLVING

Natures of Thinking — Problems are generally technical in nature. Detailed understanding of growing practices is imperative in providing the best solutions for end-users. Technical problems are largely non-repetitive and usually urgent and business imperative.

ACCOUNTABILITY

Freedom to Act — Research and Development strategies are agreed upon at the SePRO Management Level with input from others within the organization. The work needed to implement these strategies and other R&D responsibilities is carried out with minimal, but routine consultation with supervision.

Impact — Results are measurable in meeting timelines and resultant impact on meeting R&D goals and strategies as well as those of the business. The individual has a direct impact on results and on success and growth of the organization.

Send resumes to:

Sabrina Shannon
Human Resources Generalist
SePRO Corporation
11550 N. Meridian St., Ste. 600
Carmel, IN 46032
sabrinas@sepro.com