

# Job profile

## Research & Breeding Director





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# Bejo

## **The company**

Bejo is a leading family-owned company in the breeding, production and sales of vegetable seeds. With operations in more than 30 countries, they are a world player in the industry. Their 2,200 employees work every day with dedication to developing the best vegetable varieties for the present and the future.

Bejo has expanded over the years in a natural, ongoing process, shaped by interaction between growers, dealers, supply chain partners and their own employees. Understanding the local markets in an international context is key and realised due to the proximity to the vegetable production areas and respect and close cooperation with our partners.

Bejo is a knowledge-intensive company that aims for sustainable growth in a changing world. It needs to have committed, adaptable employees worldwide. That makes it a diverse company that welcomes diverse people. Bejo strives for an inclusive culture and is committed to advance equity and opportunity for all. It has defined quality, responsibility, service and know-how, authenticity, innovation and perseverance as their core values to be successful.

Bejo is operating in a context of growing world population; the increase in prosperity in many areas are creating an increasing demand for good quality and healthy food. Fruit and vegetables are becoming increasingly important in the diet. At the same time, good agricultural land, water and raw materials are becoming scarcer. This requires the development of modern, efficient and sustainable cultivation methods and crops with a reliable yield and nutritious, healthy end products.



### Strategy going forward

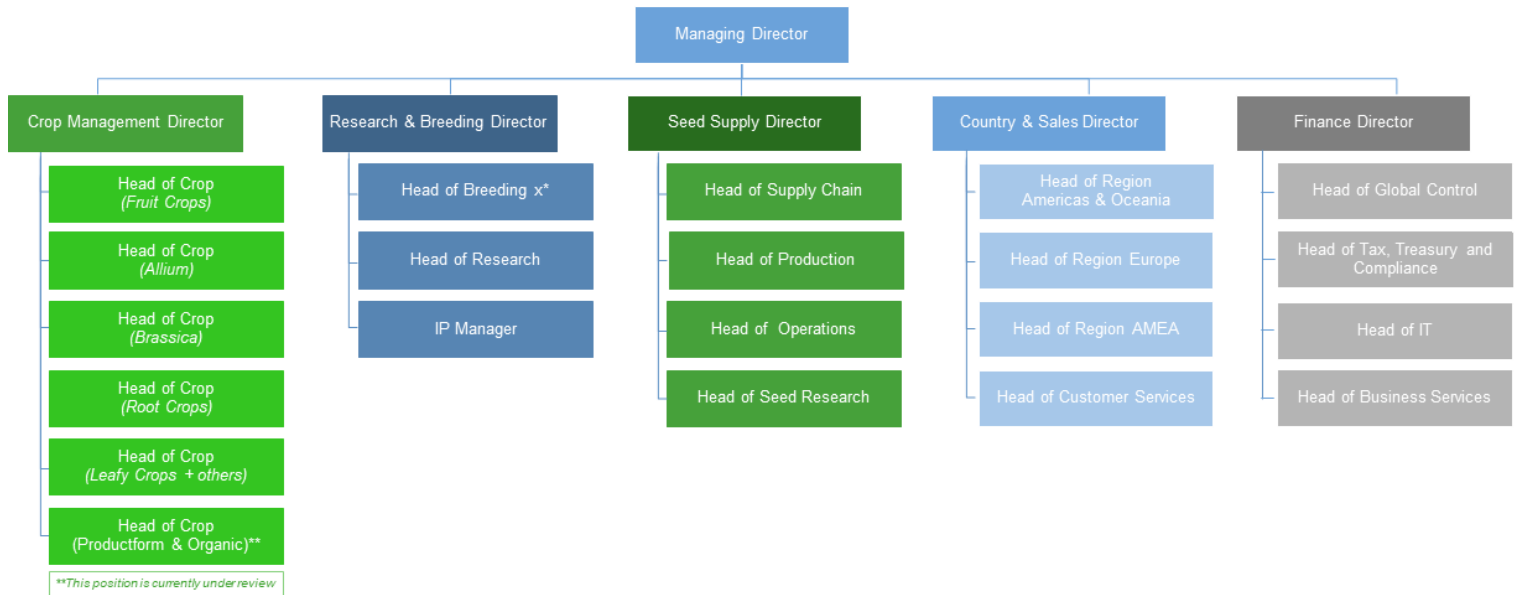
To meet the demands of our customers now and in the future Bejo formulated 7 focus points, with which it will set course for a sustainable future, in which it will strengthen its position as a world leader in the seed industry through innovation, commitment and sustainability.

A significant change, will be the expansion and change of board members. Bejo will expand the Board with one member and in combination with the retirement of two of the current board members in 2025, the company needs to fill 3 board positions in the near future. Bejo will now be looking for a Research & Breeding Director.

For more information about the company see: [www.bejo.com](http://www.bejo.com).

### Organisation and reporting lines

The Research & Breeding Director is part of the Board of Directors and reports directly to the Managing Director. The Research & Breeding Director heads up the Research & Breeding organisation of Bejo. The 4 Heads of Breeding, the Head of Research and IP Manager are directly reporting to this Director.





## Position

### **Role within the organisation**

The Research & Breeding Director is accountable for the innovative Research & Breeding activities in order to create a continuous cycle of innovations including the development of new genetics to achieve ambitious targets as set out in the breeding plans. All breeding teams focus on a group of crops. Some target crops in Bejo are: carrot, allium, brassica, asparagus and red beet.

The Research & Breeding Director leads the innovation culture and makes sure the company gets access to the latest (research) technology and genetic traits to develop new varieties to match market demand.

The Research & Breeding Director works closely with other board members to draw up the long-term plans and jointly give direction to, and supervise, the main business processes with Research & Breeding as a specific area of focus and responsibility.

### **Objective of the position**

The Research & Breeding Director holds a prominent position in Bejo's organisational structure. As a member of the management board, he or she has a leadership role and bears responsibility for taking strategic decisions and setting the direction of the organisation.

### **Key areas of responsibility**

#### *Vision & strategy formulation*

Co-define and develop the vision and strategy and (multi-year) plans together with other board members with Research & Breeding and IP as specific focus and advice point.



*Strategy realisation*

Ensure the strategy is successfully implemented and meets business needs, by determining the best approach to integrate the organisation's strategy and objectives, including the effective positioning of organisational capacities, financial planning & control, budget responsibilities and setting goals/targets.

*Business alignment*

Ensure process and project alignment by consistency in priorities and goal-setting throughout all organisational processes, with focus on Research & Breeding, to enhance the delivery of high-performing and collaborating teams with a clear way of working.

*People & Culture*

Empower, support, coach and guide the organisation and all direct reports. This includes topics like company values, culture, open, safe and inclusive environment and collaboration to ensure people are being motivated and inspired leading to continuous development.

*Leadership*

Ability to inspire, influence and manage others toward a common goal or vision. It involves setting a clear direction and appropriate performance objectives, making decisions, stimulating entrepreneurship, motivating others and holding them accountable for achieving, and lead by example.

*Business Ethics*

Overseeing all subsidiaries work in compliance with local law and Bejo's minimum standards of labour-, business- and financial ethics.

*Innovation/improvement*

Keeping up with new developments and trends driving discoveries and implementation of new technological developments to stay ahead of the competition. This includes securing and protecting all subjects related to intellectual property while managing the development and/or delivery of change management.

*Stakeholder management*

Build, maintain and utilise a relevant network of internal and external stakeholders including possibilities of cooperations and partnerships and presenting and positioning the organisation externally.



## Candidate profile

### **General knowledge and experience**

Bejo is looking for an inspiring Research & Breeding Director who can take charge of the Research & Breeding departments and network with knowledge institutes and other stakeholders internationally. Your department develops the best varieties using state-of-the-art research technologies as well as a strong trial organisation all around the world.

The future Director is an experienced leader of larger teams in a multicultural (life science) setting and knows how to find the way through complexity. The Director brings an excellent comprehension of the world of (vegetable) breeding, and has experience defining a sound strategy and bringing this to execution.

A minimum of 3 years of experience in similar board role or extensive 10+ years leadership experience within the specific specialism(s) and international environment is asked for.

### **Personality & culture**

Bejo is looking for a professional with an inspirational leadership style with proven ability to motivate, coach and mentor others. The Director has feet on the ground and has appreciation for the family culture of the company as such and respect for what has been achieved so far. At the same time, this person has the ability to take people up to the next professional level being their best self and achieving jointly success. The ideal candidate brings vision on Research & Breeding, balancing out the short-term and long-term interests of the company; it is a strong strategic thinker with the ability to turn vision into action and achieve results. It is a natural and easy communicator that effectively works with diverse stakeholders.

This person has the ability to bring focus on the one hand, while on the other hand, creating an environment where room for creativity supports a maximum innovative atmosphere.



This person can handle complex situations and supports fact based decision-making. Last but not least the person brings integrity, ethical conduct that fits and supports the values of the company.

### **Key competences for success**

#### *Vision*

The ability to create a clear, forward-looking vision and inspire others to embrace and realise this vision. This includes integrated and analytical thinking, strategic consistency, the ability to anticipate and react to changing circumstances and to communicate ideas and opinions to others through clear language tailored to the receiver, gestures and non-verbal communication.

#### *Group oriented leadership*

The ability to lead and motivate a group of individuals to achieve shared goals. This includes the ability to delegate effectively, promote open communication, develop team cohesion and inspire others.

#### *Person oriented leadership*

The ability to communicate effectively (listening, summarising, questioning), motivate, coach and inspire from an empathetic and respectful attitude towards others. It includes showing care and consideration for the needs, development and well-being of individuals and teams. Based on the task and the expected result and development level of the employee, the manager is able to adjust the management style in accordance with the SLII methodology.

#### *Perseverance*

The determination and persistence to keep striving for goals even in the face of obstacles, setbacks or difficulties. It includes the willingness to commit to long-term goals and the resilience to overcome setbacks without losing motivation.

#### *Innovativeness*

The ability to actively identify opportunities, address problems and take action without waiting. This includes an entrepreneurial mindset and the ability to think ahead and create innovative solutions.

#### *Result orientation*

Being actively focused on achieving results and goals, even in the face of difficulties, setbacks, opposition or distractions.

#### *Nimble learning*

Active learning by experimenting when tackling new problems and using both successes and failures as opportunities to learn.

#### *Ensures accountability*

Holding self and others accountable for keeping commitments.





**Education**

Proven university (master degree) working and thinking level with research and/or breeding background.

**Additional**

- Flexibility towards frequent travel, will be required to represent the company on own and external locations internationally. Flexibility in working hours is offered.
- Excellent English language skills, Dutch language skills preferred.
- Language skills in one other modern language is a plus.



## Procedure

Maes & Lunau executive search supports Bejo during the selection procedure for a Research & Breeding Director.

- Pre-selection is in the hands of Maes & Lunau, where an initial interview will take place
- CV presentation
- First round of interviews with the selection committee of Bejo
- Follow-up interview and case presentation
- An assessment can be part of the selection procedure
- Checking references
- Employment interview

### Contact details

This search is performed by Irene Wolfs, partner at Maes & Lunau. For more information about this position, please contact Madelief Kremer, research consultant via [madelief.kremer@maeslunau.com](mailto:madelief.kremer@maeslunau.com) or +31 20 535 6277. If you are interested, please apply via <https://www.maeslunau.com/en/bejo-rb/>.

### **Maes & Lunau: Beyond the obvious**

We always go that little bit further in everything we do – go beyond the obvious. And why? Because every organisation needs an inspiring leader with unifying qualities and a clear vision. As an executive search firm, our aim is to play an important role in this by helping organisations to improve. This begins by understanding where the organisation wants to go, as well as getting a good sense of the culture, the people and the organisation itself. We will then work on creating a very clear profile which will form the basis for evaluating candidates. We are there for the candidate and the client when the ideal candidate starts in their appointment and continue to keep in touch long afterwards.

### **Insights in search**

Our process is transparent. We say what we do, do what we say and never give up. During the process we hear and see many things and share this information with our clients and candidates. We provide insights in search. Sometimes, when we think a different choice of candidates can be more successful, we will endeavour to make our point by of course talking it through with the client and explain our reasoning.

### **Your success is what motivates us**

Over the past 46 years we have felt responsible for the success of our clients and our candidates. This can only be done with professional and passionate people who are experienced, have the right skills and are genuinely committed. This is how we get results for the organisations and candidates we work for. We believe that success comes from the talent and drive people have. It goes without saying that there's nothing better than combining the success of our clients and candidates.