

## Opportunity to Lead a Leafy Vegetable Breeding Program for an International Vegetable Breeding Company

Kincannon & Reed Global Executive Search has been retained to recruit an experienced plant breeder to a hands-on management role as **Senior Romaine Lettuce Breeder** in **Enza Zaden's** market-leading breeding program. We seek individuals who are passionate about plant breeding and have experience with vegetable or field crops. With North America headquarters in Salinas, California, this dynamic privately held company has continued to grow in large part due to market demand for its exceptional leafy vegetable varieties.

### The company:

**Enza Zaden**, [www.enzazaden.com](http://www.enzazaden.com), is a world leading breeding company in vegetable varieties based in The Netherlands. The company has 39 subsidiaries in five continents employing over 1,700 employees. Enza Zaden was founded in 1938 and is 100% family owned. Enza Zaden can be counted among the most important vegetable seed companies in the world and has hundreds of specialized varieties for many different climatic zones as well as for 'high tech' protected production systems.

Enza Zaden is a breeding and research driven organization with a reputation for developing and bringing new and innovative vegetable varieties to the market. The R&D department is managed by several Crop Research Directors and a Biotechnology Director, all reporting to the Global Research Director who is member of the Board.

Enza Zaden North America is well-known for leadership in leafy greens, heated greenhouse crops, and top breeding programs in more than 30 vegetable varieties. It also offers the largest assortment of 100% organic varieties, through Vitalis Organic Seeds. Through research stations in San Juan Batista, California and Myakka, Florida, Enza Zaden leverages international expertise and localized climatic conditions to develop unique, high quality vegetable varieties for markets in the USA, Canada, and Mexico.

### The Position

This position will be responsible for the development and management of a competitive global Romaine lettuce breeding program. The Senior Romaine Lettuce Breeder will be leading an international operating breeding program and have contact with colleagues abroad. This is an applied breeding role, and qualified candidates will be equally comfortable working in the laboratory, office, and spending a significant portion of the day in the field overseeing part of a 60-acre research farm. The Senior Romaine Lettuce Breeder will supervise a Breeding Assistant and three Technicians.

### Key Responsibilities

- Drafting and, if necessary, adjusting a crop policy plan,
- Preparing breeding objectives, budgets and timelines,
- Developing and implementing new ideas, developments and techniques,
- Managing the department efficiently,
- Preparing, carrying out and assessing the breeding programmes and/or projects,
- Providing the production department with uniform and stable parental line materials,
- Recording all data in electronic systems.

*Other important parameters for this position include:*

- The position is located at Enza Zaden North America's Research Station in San Juan Bautista, CA. The Salinas Valley is known as the "Salad Bowl of the World" for its fresh produce, flowers, and vineyards. The area possesses a unique combination of climate, natural resources, and an agricultural economic base.
- Position reports to the Crop Breeding Manager, Romaine located in Spain.
- Domestic and international travel is estimated to be approximately 30%.

### **Candidate Qualifications**

We seek an experienced breeder with knowledge and experience in modern breeding technologies and phytopathology. He or she must have a hands-on mentality, capable of guiding and leading a breeding team. The ideal candidate will have most or all of the following skills, knowledge, experience, and personal characteristics:

#### *Experience*

- At least 8 years' relevant work experience in plant breeding, preferably in leafy vegetables,
- A thorough knowledge of plant breeding,
- Well acquainted with various cultivation techniques,
- Good market knowledge.

#### *Skills*

- A passion for applied plant breeding,
- Management skills and the ability to implement a breeding program,
- Proven leadership ability,
- Excellent communication, relationship building, and interpersonal skills,
- Ability to work as part of a team and collaborate with other scientists and breeders to achieve goals.

#### *Education level*

- PhD in Plant Breeding.

**For consideration as a candidate or to suggest a prospective candidate, please contact in confidence:**

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