
Department: Corporate
Job Type: Regular/Exempt
Grade/Level: Corporate - I

Job Status: Part Time
Reports To: President & CEO
Amount of Travel Required: <10%

SUMMARY

Genective, a JV between two leading global seeds companies, Limagrain and KWS, is seeking a strategic yet hands-on, result-oriented, and stakeholder savvy HR Generalist/Business Partner, pending on qualifications, to support our fast-growing team in the U.S. This position leads and enables, through its “seat at the leadership table”, enterprise-wide HR policies, processes, practices, and initiatives while stewarding Genective’s winning culture and sustaining Genective’s currently very high employee engagement level. The primary working locations are Champaign and Weldon, IL, with flexibility for other locations within reasonable commuting distance to Central IL. Time commitment depends on qualifications and mutual agreement between Genective and the candidate.

THE POSITION

Reporting to the President and CEO, the HR Generalist/Business Partner is responsible for managing all HR aspects of the Genective Operations.

Essential Responsibilities

- Build credible relationships with leaders and the broad team and ensure business acumen of Genective’s vision, strategy, and culture
- Be the trusted source for insights, advice, and coaching on people related topics across leadership and the broad team
- Build/improve policies, processes, practices, and drive initiatives to ensure HR compliance and employee satisfaction in all aspects of employment at Genective:
 - Timely acquisition of talents with right qualification and fit
 - Effective on-boarding
 - Continuous, broadly available, and individually tailored development
 - Timely and effective performance management
 - Constructive off-boarding when occurs
 - Build a supportive Genective alumni community
- Disseminate the mind-set and practice of diversity, inclusion, and belonging
- Establish and maintain a strong relationship and effective working mechanism with HR specialists who provide day-to-day HR back-office services (payroll, benefits, leave, etc.)
- Establish and maintain a strong relationship with counterparts at Genective’s parent companies and Board of Directors as needed

Additional Responsibilities

- As requested by the President & CEO

QUALIFICATIONS

The ideal candidate will possess the following qualifications:

- A strategic thinker and a bold leader, balanced with attention to critical details and hands-on approach to get things done
- Strong interpersonal skills and ability to develop strong trusting relationships to gain support, influence and achieve results
- Open minded and capable of integrating business aspects, scientific aspects, and HR aspects into decision processes
- Excellent communication skills and ability to adjust communication style to diverse audiences
- Ability to research information and analyze data to arrive at valid conclusions, recommendations, and plans of action
- Proven ability to manage employee relations in a professional and diplomatic manner
- Working knowledge of state and federal employment laws and regulations
- Excellent organizational and project management skills with ability to manage multiple priorities and deadlines at a fast pace
- Highly flexible and adaptable to a fast moving, constantly changing, entrepreneurial work environment
- Bachelor's degree in human resources, business administration, or related field required
- For HR Generalist, five (5) or more years of human resource management required, with two (2) or more years in an HR Generalist role
- For HR Business Partner, seven (7) or more years of human resource management required, with three (3) or more years in an HR Business Partner role or five (5) or more years in an HR Generalist role
- Proficiency in working with HRIS systems, UltiPro/UKG experience preferred
- PHR or SHRM-CP certification preferred

THE REWARD

To be determined based on qualifications and work arrangement.

THE ORGANIZATION

About Genective

Genective is a 50/50 joint venture established between Limagrain and KWS, two of the world's largest seed companies. With entities and activities in North America, South America, Europe, and Asia, Genective is currently dedicated to the research, development, and commercialization of transgenic traits for corn.

About Limagrain

As the fourth largest seed company worldwide, Limagrain's mission is to move agriculture forward to meet global food related challenges. Limagrain is a cooperative group founded and managed by French farmers. Its parent company, Coopérative Limagrain, brings together nearly 2,000 farmers located in the center of France. The Group creates, produces and distributes field seeds, vegetable seeds and cereal products. Limagrain is present in 56 countries and has more than 10,000 employees. It makes

nearly 2.5 billion Euros of sales with recognized brands on their markets: LG, Vilmorin, Hazera, Harris Moran, Jacquet, Brossard.

About KWS

KWS is one of the world's leading plant breeding companies. Over 5,000 employees in more than 70 countries generated net sales of around \$1.94 billion in the fiscal year 2022/2023. A company with a tradition of family ownership, KWS has operated independently for 165 years. It focuses on plant breeding and the production and sale of seed for corn, sugarbeet, cereals, vegetables, oilseed rape and sunflower. KWS uses leading-edge plant breeding methods to continuously improve yield for farmers and plants' resistance to diseases, pests and abiotic stress. To that end, the company invested more than \$320 million last fiscal year in research and development.

HOW TO APPLY

If interested, please send your cover letter and resume to resumes@genective.com with the subject line of "Application for HR Generalist/Business Partner Position".