
Department: Research**Job Type:** Regular/Exempt**Grade/Level:** Sr. Scientist**Job Status:** Full Time**Reports To:** CSO & VP of Research**Amount of Travel Required:** <5%

POSITION SUMMARY

Genective, a JV between two leading global seed companies, Limagrain and KWS, is seeking a results-oriented and collaborative Sr. Protein Engineer/Scientist. The successful candidate will deliver novel engineered insecticidal proteins utilizing modern and state of the art methodologies and collaboration to achieve these important discoveries. This position reports to the VP of Research & CSO and will be a member of the Genective's Research Leadership Team (RLT). The primary work location is at Genective's Global Headquarters in Champaign, IL.

THE POSITION

This Molecular Biology position will play a critical role as part of Genective's Research and Development Team ensuring the discovery, development, and execution of research initiatives that deliver novel insecticidal proteins. Furthermore, this position is key toward the development and delivery Genective's overarching corporate and research strategies. The successful candidate will lead by both direct and indirect influence by working collaboratively and responsibly across multiple research teams. The focus will be on scientific excellence, results delivery, and people development. The incumbent will be a working scientist with hands-on research to ensure development and delivery of novel in-planta gene assemblies. In addition to technical expertise in standard and cutting-edge molecular biology techniques, the main responsibilities of this position include but are not limited to:

- Leading molecular biology projects via independent & across team planning, development of appropriate experimental design, experimental execution, company compliant record keeping, appropriate data analysis, and timely yet effective reporting of results.
- Supervising and mentoring junior scientists assigning tasks, providing experimental design guidance, and data interpretation.
- Write and review technical protocols and reports.
- Being open-minded and capable of integrating business aspects, scientific aspects, non-scientific aspects (R&D, related legal, IP, regulatory, quality management), and infrastructure/operational aspects into decision processes.
- Participate and contribute to research project planning, updates, and completion.
- Effectively communicate experimental results across multiple teams by distilling complex information to readily interpreted conclusions.
- Utilize knowledge and expertise to proactively engage members of Genective's R&D team to promote an energetic culture of science, inclusivity, and community.
- Lead across multiple teams by both direct and indirect influence within and across research teams in an international company comprised of diverse cultures and multiple global partnerships.
- Be responsible for continuous personal improvement through exchange of constructive dialogue with other scientists regardless of seniority level.

- The position requires significant time working on a computer (that may entail stationary activity) coupled with significant time working in the laboratory.

POSITION QUALIFICATIONS

The successful candidate will possess the following qualifications:

- Candidates will hold a Ph.D. in Molecular Biology, Genetics, Biochemistry, or related field with a minimum of 5 years of experience with preference given to having at least 3 in the agricultural biotechnology industry.
- High proficiency/knowledge in advanced molecular techniques such as next-generation sequencing, CRISPR-Cas9 editing, protein expression, cell culture, etc..
- Demonstrated ability to rigorously analyze complex biological data, identifying trends, and drawing defensible conclusions.
- Excellent oral, written, presentation, and time management skills as demonstrated through peer-reviewed scientific publications, internal reports, patents, and/or equivalents. English proficiency required.
- Demonstrated hands-on experience with successful molecular construct development for multi-gene expression of proteins (can be insecticidal) in plants in a commercial environment is highly preferred.
- Experience in agricultural biotechnology with industry experience is highly preferred.
- Proven track record of progressing lead gene candidates in a product pipeline toward commercialization is preferred.
- Demonstrated proactive approach toward seeking opportunities to enhance scientific impact, technical efficiency, and project deliverables via incorporation of established and emerging technologies.
- Experience managing/mentoring teams of PhD-level scientists and/or research associates is required.
- Excellent yet adaptable interpersonal and inter-team communication and leadership skills (direct and by influence) including conflict management and trust building is required.
- Demonstrated ability to work, think critically, analyze, and interpret data independently as well as collaboratively in a fast-paced and agile environment.

THE REWARD

- Competitive base salary
- Bonus
- 401(k)
- Medical, dental, and vision,
- Short-term and long-term disability
- Basic and voluntary life insurance; AD&D insurance plans
- Flexible Spending Account (FSA) for health and dependent care
- Employee Assistance Program (EAP)
- Parental, Bereavement and Jury Duty Leave
- Paid holiday, vacation, and sick time
- Employee Referral
- Fitness Program
- Fun and satisfaction working in a high trust, high empowerment, high impact, entrepreneurial environment with a close-knit team.

PHYSICAL DEMANDS:

- Ability to move around the lab, handle equipment, and perform tasks that require fine motor skills.
- Capability to stand or sit for extended periods while conducting experiments or supervising staff.
- Good visual acuity for reading instruments, computer screens, and detailed lab work.
- Clear verbal and written communication skills to interact with staff and document findings.

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 insecticidal transgenic traits for maize.

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, Cooperative Limagrain, brings together nearly 2,000 farmers located in the center of France. The Limagrain 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. Limagrain also owns several well-known companies worldwide such as: LG, Vilmorin, Hazera, Harris Moran, Jacquet, and Brossard.

About KWS

KWS is one of the world's leading plant breeding companies. A company with a tradition of family ownership, KWS has operated independently for more than 160 years. It focuses on plant breeding and the production and sale of seed for sugarbeet, cereals, rapeseed, sunflower and numerous vegetables. KWS uses leading-edge plant breeding methods to increase farmers' yields and to improve resistance to diseases, pests and abiotic stress.

HOW TO APPLY

If interested, please send your cover letter and CV to: resumes.mb@genective.com with the subject line **Application for Molecular Biologist**

Genective is committed to the full inclusion of all qualified individuals. In keeping with our commitment, Genective will take steps to assure that people with disabilities are provided reasonable accommodation. Accordingly, if reasonable accommodations are required to fully participate in the job application or interview process, to perform the essential functions of the positions, and/or to receive all other benefits and privileges of employment, please contact GCT.contact@genective.com