
Department: Research**Job Type:** Regular/Exempt**Grade/Level:** Department Head or 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 of Genective and will be a member of the Research Leadership Team (RLT). The primary work location is at Genective's Global Headquarters in Champaign, IL.

THE POSITION

This Protein Engineering 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 delivery of new insecticidal proteins with novel Modes of Action (MOA). This position will either hired as a Department Head (see below) or a Sr. Research Scientist. In addition to technical expertise in standard biochemical lab techniques, the main responsibilities of this position include but are not limited to:

- Invention and development of novel insecticidal proteins.
- Utilization of established and new technologies to optimize and streamline novel protein discovery.
- Application of appropriate computational techniques to guide structure-based design that improves insecticidal protein developability.
- Work across diverse research teams to design, express, purify, and characterize recombinant insecticidal proteins.
- Independently plan, design, execute, record, and analyze studies. Write and review technical protocols and reports.
- Be 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.
- Demonstrate a high degree of leadership proficiency by both direct and indirect influence within and across research teams in an international company comprised of diverse cultures and multiple global partnerships.

- Have excellent communication skills and be able to adjust communication style to highly diverse audiences.
- Demonstrate a core desire for continuous improvement through exchange of constructive dialogue with other scientists regardless of seniority level.
- Direct leadership of other scientists (if applying as a Department Head)
- The position requires significant time working on a computer that may entail stationary activity. Meanwhile, significant time working within in the laboratory is also required.

POSITION QUALIFICATIONS

The successful candidate will possess the following qualifications:

- Candidates will hold a Ph.D. in Biochemistry, Bioengineering, Synthetic Biology or related field with a minimum of 8 years of experience with at least 3 in the agricultural biotechnology industry.
- Experience will have a focus on protein engineering, structural biology, assay development, and lead candidate profiling. Proven track record of progressing lead candidates in a pipeline is preferred.
- Hands-on experience with recombinant DNA technologies toward functional protein improvement using chimeric recombinant sequences, sire-directed/random mutagenesis, alanine/cysteine scans, DNA shuffling, site directed mutagenesis, and saturated mutagenesis.
- Strong knowledge of protein structure modeling and computational design. Including 3D-structure aided design in combination with molecular dynamics and quantum mechanics predictions.
- Proficiency in Pymol, experience with MOE, Schrodinger, Rosetta or equivalent programs is a preferred.
- Excellent English oral, written, presentation, and time management skills as demonstrated through peer-reviewed scientific publications, patents, and/or equivalents.
- Ability to work, think critically, analyze, and interpret data independently as well as collaboratively in a fast-paced and agile environment.
- Experience in agricultural biotechnology with industry experience is highly preferred.
- Experience managing teams of PhD-level scientists and/or research associates is required to be considered as a Department Head.
- Demonstrated interpersonal communication and leadership skills (direct and by influence) including conflict management and trust building is required.

THE REWARD

Competitive base salary, bonus, 401(K), medical, dental, PTO, long-term disability, and life insurance plans, as well as support programs for fitness, education, and employee referrals. Find your career and make an impact in a dynamic and informal discovery research environment that is highly collaborative, trusting, and entrepreneurial.

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.pe@genective.com with the subject line **Application for Protein Engineer**