

Role Profile

External Role Title: Senior HR Director

Reports To: Global HR Vice President

Position Location: Deforest, WI

Pay Grade:

Work Level:

Exemption Status: Exempt

Summary:

Genus is a global FTSE 250 company, headquartered in the UK and listed on the London Stock Exchange. With revenues of around £500 million, Genus has a presence in over 70 countries, with a global workforce of approximately 3,200 employees. One of the best performing stocks on the London Stock Exchange, the Company's market capitalization is around £2 billion. It is a worldwide leader in porcine and bovine animal genetics, partnering with farmers to transform how we nourish the world – a mission that is important to a sustainable future.

Each generation of animals is selected based on a number of desired traits, including greater health, fertility, productivity or feed efficiency. With superior animal genetics, Genus helps its customers in the dairy, beef and porcine supply chains around the world produce offspring with improved robustness, superior production efficiency and greater sustainability. Genus's vision of *"pioneering animal genetic improvement to help nourish the world"* is supported by its core values to be customer-centric, results-driven, pioneering, people-focused and responsible.

Genus is an agricultural biotechnology pioneer. At the core of its accelerated rates of genetic improvement is a proprietary technology platform. Genus focuses its research and development through four routes, all of which may be applied across species, but currently the Company's focus remains on the bovine and porcine species:

- genomic selection (the analysis of the genome and selection of traits important to commercial producers for sustainable production);
- biosystems engineering (delivering genetics through technology solutions, such as our pioneering sexed semen technology);
- gene editing (precise editing of the genome, in which DNA can be deleted); and, advanced reproductive technologies (embryology and related technology).

Overview:

Genus' strategy is based on driving growth through focused commercial execution and industry-leading science and technology across its global businesses, while building a lean and efficient platform to

support growth. Our people strategy is key to our success in ensuring that we are a world-class company when it comes to recruiting, developing and retaining top talent by creating a positive, dynamic and nurturing environment

Key priorities for Genus to deliver on its bold **“People Magnet”** strategy:

- Continuing to refresh the corporate and R&D identity and brand, to better reflect the company and better engage with employees, customers, and investors
- Streamlined professional HR organization with the right talent in place
- Build strong relationships within R&D and engagement across business units and regions
- Deep understanding of R&D needs
- Adoption and Optimization of HR Transformation, including new tools, processes and technology

The Senior HR Director will serve as a member of the Genus Global HR Leadership team (HRLT) supporting the CSO/Head of R&D as a member of the R&D Leadership team and will lead the virtual Corporate Talent Acquisition Center of Excellence (CoE) in a fast paced and focused environment, to help develop and execute the people strategy as well as enable HR in its continued transformation. As the Senior HR Director and Business Partner to R&D, working closely with the leadership team, and will play an instrumental role in shaping and sustaining a high-performing positive and inclusive culture consistent with the Genus values especially in the areas of talent acquisition, performance management, succession planning, employee engagement and org design & effectiveness.

The head of the virtual Global Talent Acquisition CoE role includes managing a remote team of recruiters and crafting sourcing strategies for various roles, from entry-level to executive-level positions, ensuring we provide an excellent candidate experience, while meeting our business goals and filling our vacancies with diverse high caliber talent.

Key Responsibilities:

- Serve as a trusted Business Partner to the CSO and the R&D LT
- Helps the leadership team and line-managers to role model the culture of the company in the work that they are doing with all stakeholders
- Formulates R&D HR strategy in alignment with Genus HR Strategy
- Counsels R&D LT and line-managers on HR-related issues; resolves complex employee relations issues and address grievances
- Influences decision making through data, people trends, metrics and personal impact; helps make data-driven decisions
- Coach and lead functional leaders to own and become accountable for the functional people agenda
- Partners with HR Shared Services to sets up compliance rules and policies in accordance with local legal jurisdictions
- Contributes to the development of policies which promote equality & diversity
- Steers R&D HR planning and controlling, including budget
- Monitors and manages employees’ satisfaction, and sets tone for engaging with all staff directly and indirectly

- Develops and aligns internal HR communication
- Works closely with management and employees to improve work relationships, builds morale and increases productivity and retention
- Monitors and reports on workforce and succession planning leveraging PowerBI tools
- Monitors training needs (with CoE L&D/TM) for teams and individuals, and evaluates training programs
- Dedicates a portion of capacity to leads the virtual Genus Global Talent Acquisition CoE establishing credibility throughout the organization with all levels of management

Minimal Qualifications:

- Minimum of 10 years of HR experience in different HR functional roles; experience in (ag) biotechnology, pharmaceutical and/or life sciences industries is preferred.
- Experience of operating successfully as HR leader as a divisional/ business unit HR leader in customer-centric and highly performing organizations; international exposure a plus
- Business acumen and a commercial mindset
- A well-rounded HR professional with experience delivering HR strategies
- Strong track record in and management of all disciplines within HR
- Business partner in a fast, growth-oriented company
- Experience in building high performing HR teams; attracting, developing and mentoring individuals
- Thorough knowledge of employment related law and regulations of key countries, especially US
- Prior experience in a science-based organization combined with a consumer brand driven organization is an ideal profile

Key Facts:

- **Global position:** 3 primary commercial lines of business and worldwide sales are conducted under “Genus ABS Dairy”, “Genus ABS Beef” (headquartered in Madison, Wisconsin) and “Genus PIC” (porcine genetics, headquartered in Hendersonville, Tennessee), underpinned by a robust R&D technology platform (also headquartered in Madison, Wisconsin)
- **CSR:** Long-term commitment to environmental sustainability with a focus on reducing our carbon footprint, acting on climate change and safeguarding the environment
- **Expert people:** Genus has over 100 PhD qualified employees and relationships with leading research institutions
- **Financial strength:** Genus’s cash generative businesses and strong financial position allows it to invest for the future
- **Proprietary technology:** Genus is a technology leader in its field. The Company harnesses leading genetic and breeding technologies, which it develops in-house and through strategic partnerships

- **Customer relationships:** Genus serves over 50,000 customers globally, including world-leading meat and milk producers
- **Supply chain and distribution:** Genus has production facilities in key locations worldwide, coupled with sales forces and agents in over 80 countries
- **Elite animals:** Genus owns elite porcine and bovine herds, which produce animal proteins more efficiently, with traits farmers value

Capabilities and behaviors:

- Lives and displays the Genus Values
- Collaborates constructively with peers and team
- Maintains professional verbal and written communications with co-workers, internal and external customers, and vendors
- Flexible with job responsibilities and consistently strives to be an effective team member
- Gains a thorough understanding of the Company's business and the department's role within the company
- Proactively identifies opportunities for improvement, and shares with appropriate stakeholders
- Clear and effective communicator for technical and non-technical audiences
- Strong desire for learning, creativity, problem solving, and invention

- Intellectually highly capable and curious, with an ability to learn the business and its drivers
- Resilient leader, remaining determined and innovative in the face of challenge and organizational change
- Able to act both at a strategic and operational level and work in a matrix organization
- Demonstrates curiosity and ability to learn new things and apply them in a pragmatic way
- Proven ability to build long-term and positive stakeholder relationships, with excellent interpersonal and conflict resolution skills.
- An excellent communicator with functional depth of expertise who can drive functional agenda
- Values driven: Innovation, People Centric, Results Driven, Customer Focused, Responsible