

Role Profile

Role Title: Project Management Lead

Reports To: R&D Finance Director

Position Location: Deforest, WI

Pay Grade: TBD

Work Level: 1

Exemption Status: Exempt

Company Background:

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).

Overall Responsibilities: Genus' R&D is growing organization with focus on industry-leading science and technology to support customers' needs across our global business. With growing number of projects in our pipeline, it is critical to maintain our ability to focus on delivering real value against the business opportunity, ensure proper expectations are set around what can be delivered, and guiding projects successfully through the gated phase process to safeguard successful implementation.



The Project Management Lead will serve as a member of the Genus R&D Finance team. Supporting the Global Director of Finance and R&D Leadership team by leading the R&D project management team to help develop and execute consistent project management approaches and practices across multiple R&D platforms. The incumbent will drive the success of R&D organization by providing overall direction, coordination, confidence, and execution of the projects ensuring across-business alignment and driving efficiency through best practice sharing customized to Genus.

The Project Management Lead will be responsible for developing and executing project management practices, identify and resolve issues and risks, create synergies across the business units and function, influence decisions making and build productive and positive relationships across the organization at all levels.

Specific accountabilities:

- Serves as a trusted partner to the R&D LT and build confidence in the organization around project and portfolio management to align with Genus goals
- Influences organization’s strategic plan through monitoring and adapting projects as needed
- Develops and leads a team of project managers
- Creates long- and short-term plans, including setting targets for milestones, adhering to deadlines and allocating resources
- Identifies and manages potential risks and liabilities on multiple projects
- Assists in the definition of project scope and goals
- Makes effective decisions when presented with multiple options for how to progress with the projects
- Effectively communicates with the R&D LT, stakeholders across the company, and the members of the executive team to keep the projects aligned with their goals
- Partners with R&D Finance manager to align projects with financial strategic planning, budget, and forecast cycle updates.
- Collaborates across all function within R&D and key stakeholder outside R&D to develop recommendations for resourcing and development materials for portfolio reviews.
- Partners with the functional leads to develop and lead implementation of the successful portfolio management process including business case, scope, cost, schedule, action cycles, risks, issues, decisions, interdependencies and milestones.
- Helps the R&D leadership team and line-managers to embrace the project management best practices

Qualifications and experience:

- Minimum of 10 years of project management experience in Biotechnology R&D or other similar fast, growth-oriented organizations (PMP or equivalent a plus)
- Hands-on knowledge of project management best practices, information tools and project-management software

- Experience in building high performing teams; attracting, developing and mentoring individuals, while leading through change.
- Experience of operating successfully as a leader in customer-centric and highly performing organizations.
- Ability to apply forward thinking to inform teams of any risks or opportunities before they arrive which informs schedules and targets on the project as needed
- Business acumen and a commercial mindset, previous Manufacturing experience a plus not required
- Proven experience in organizational change management

Capabilities and behaviors:

- Intellectually highly capable, able to understand 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
- Expected Behaviors driven by Genus Values
 - **Customer impact:** builds strong, profitable, sustainable customer relationships, anticipating and exceeding customer expectations to increase demand for services and products in order to build loyalty.
 - **Managing external environment:** anticipates and responds quickly to environmental changes for the benefit of the business and customers, through strong external networks and deep understanding of the market.
 - **Execution Orientation:** Drives to set ever higher standards and achieve results through determination, resilience and commitment. Develops solutions to enhance the service offering and drive continuous improvement.
 - **Setting Direction:** develops simple, deliverable plans based on pragmatic new thinking, ideas or concepts. Assesses accurately commercial risk and return.
 - **Change management:** Champions, leads, support or embeds change to improve things. Communicates vision and helps others by overcoming barriers.
 - **Analysis and Decision Making:** Analyses opportunities and problems thoughtfully and thoroughly to make good and timely decisions.
 - **Team Mobilization:** builds high performing diverse teams, investing resources effectively. Recruits, develops, motivates and retains talent by setting stretching goals and developing capability of self, team and organization.
 - **Collaboration:** ‘One team’ approach – gains commitment to strategic vision and goals. Builds and maintains networks and relationships, sharing knowledge and experience, delivering on commitments.



- The following are qualities that are the foundations on which Genus team members work:
 - Integrity
 - Honesty
 - A desire to work to make a difference in the communities & countries that we work in
 - Delivery on commitments – do what you say you are going to do
 - Alignment with the business goals and values