

## HEAD OF AGRICULTURAL DIVISION

(Major Internationally Reputed Trading Organisation)

### BACKGROUND

Our client is a highly successful and profitable trading group with a worldwide presence. As part of a programme of planned growth and the consolidation of existing activities, the group now plans to expand its trading capacity in agricultural commodities and the decision has been taken to recruit a Head of Agricultural Division to lead, manage and develop the Group's agricultural commodities trading activities world wide. The Agricultural Division is successful and well established, is active internationally in wheat, corn, soy, beans, barley, oils etc. The business sources in bulk but a key element of its activity is distribution, via its established trading infrastructure, to food industry consumers on a national and regional basis.

This role calls for a high achieving commodity trader and international businessman with the experience both to run a successful international commodity trading business and also to make the decisions necessary to improve performance and expand business by taking full advantage of the financial strengths and regional infrastructure of the Group. In depth experience of agricultural commodities or grain trading is a prerequisite, but an additional essential element in the candidate's make up is the ability to succeed in a high level management role. The successful candidate will demonstrate the drive, vision entrepreneurial skills to mould the existing business into a world class trading unit.

C N Consultancy has been retained to identify candidates of suitably high calibre who will be attracted by the prospect of joining this successful Group and leading the agricultural commodities trading business in the next phase of its development.

### JOB DESCRIPTION

Job Title:

Head of Agricultural Division

Responsible to:

Group Chairman/Chief Executive Officer

Working Relationships:

The candidate will work closely with senior management of the Agriculture Division and will be expected to develop strong working relationships with colleagues throughout the Group.

Areas of Accountability:

The overriding objective of the role is to lead and direct all aspects of the Group's

agricultural commodities trading business.

This embraces:

Formulating and implementing the agricultural commodities trading policy and business plan, while ensuring day to day profitability

Reviewing the strengths and weakness of current management and taking the necessary steps to build a world-class agricultural commodities trading team.

Seeking and developing opportunities to extend sourcing of agricultural commodities, involving long term contracts, projects, joint ventures and barter transactions.

Representing the business at the highest governmental level and building strong personal relationships at the most senior level with producers, processors, shippers, the financial community, and consumers.

Monitoring day-to-day developments in the global market and reacting positively and creatively to international economic and political developments. Forecasting market direction.

Identifying and developing opportunities in which the Group's financial strength can be used in strategic alliances and investment and acquisition opportunities with producers, processors, the distribution, and the food manufacturing sector.

Ensuring the smooth and efficient operation of all support systems.

Risk evaluation and regular reporting to the Chief Operating Officer on transactions, financial commitments and profitability.

## CANDIDATE PROFILE

Age:

There are no rigid age limits, given the required experience and personal qualities.

Qualifications:

A degree or business qualification would be valued, but is not essential.

Location:

Asia or Europe

Experience:

Candidates should have a minimum of ten years experience with a major international trading house. Substantial experience of agricultural commodities with preferably additional experience of grains and agricultural products is also sought.

Experience should include the following:-

An extremely sound understanding of and familiarity with the global pattern of supply and consumption and familiarity with producers and markets, regional politico/economic dynamics affecting the international movement of agricultural commodities.

A personal record of profitable trading, marketing and trade finance involving international markets.

Strong personal contacts at senior level with producers, traders, processors, shippers, consumers, banks and other financial institutions.

Experience of leading, managing and motivating a trading team.

Experience of interacting at senior management level in an international trading business

A strong grasp of the mechanics of trading and reporting systems, risk evaluation etc.

Personal Qualities:

This senior role will require:

Drive, determination and resilience.

The ability to stand alone in a trading and business development role.

The ability to motivate and lead a successful team.

The reputation and maturity to enhance the Company's standing in international markets.

## REWARD PACKAGE

There is no pre-determined remuneration package. It will be individually negotiated to reflect experience and trading record and to attract suitably high level candidates for this senior appointment.

The Company also provides a complete 'social package' covering pension plan, life insurance, private health, and assistance with relocation.