



Application Process

For more information or to apply, submit letter of application and resume to: hr@indianasoybean.com

Human Resources Department

Indiana Soybean Alliance, Inc.

8425 Keystone Crossing, Suite 200

Indianapolis, IN 46240

POSITION DESCRIPTION

Indiana Soybean Alliance, Inc.

POSITION TITLE: Sustainability & Value Creation Innovation Director/Senior Director

FLSA STATUS: Exempt

ABOUT OUR ORGANIZATIONS

ISA is an Indianapolis based forward-thinking organization that works to benefit Indiana farmers and stakeholders. Be a part of a team that works within the highest levels of agriculture. Interact with leading state and national organizations as well as federal and state policy makers in making a difference in the future of the Indiana agriculture community.

COMPANY CULTURE

The shared values of ISA are important to who we are as an organization and as professionals. ISA offers the following:

- PTO (sick, vacation and holidays), flexible hours, generous benefits plan, 401k and match and hybrid remote and in office work schedule. Additional company paid time off between Christmas and New Year
- Travel and paid professional development opportunities
- Stocked fridge and pantry, community give-back programs, employee recognition and fun company-sponsored events

POSITION PURPOSE

This position is responsible for developing and directing programs that advance ISA and ICMC strategic plans and will lead a broad range of projects and research efforts approved by the Sustainability and Value Creation Committees. This includes, but is not limited to, oversight of a broad research portfolio from enhancing grain production through value-added food and industrial products. This individual will support the team's efforts to promote a broad awareness of Indiana corn and soybean farmers and their checkoff programs. They will also be a liaison with the public policy team to provide information regarding Sustainability and Value Creation initiatives and protocols for public policy makers. The Indiana Corn Marketing Council (ICMC) is managed under a shared service agreement with ISA.

JOB DESCRIPTION

- Conceive, develop, and lead programs, events, initiatives, and policies designed to support research or projects to increase the value of soybean and corn, including coordination of efforts to convey key checkoff messages for all research and projects.
- Actively scout new food and industrial technologies to bring to ISA and ICMC and maximize the value of existing and new intellectual property.
- Serve as staff lead for the Sustainability and Value Creation Committee of the Board of Directors. Manage and develop budgets, agendas, and reports for the Committee. This includes the tracking of progress to metrics and discovery goals established by the Committees.
- Work with team members to support ISA and ICMC sustainability efforts, which include projects that reduce production and input costs and improve on-farm profitability.
- Develop and manage third party relationships across a network of potential partners including investors, universities, entrepreneurs, and established companies. Catalyze relationships to leverage all stakeholders toward outcomes supporting ISA and ICMC goals and strategy.
- Working with various partners, develop and implement research strategies, technology roadmap development, and performance monitoring of contracted researchers.
- Direct and monitor commercialization of products through ISA or ICMC research stage gate process and ensure appropriate follow up on any royalty reporting from licensees.
- Build alliances with internal staff and stakeholders on projects supporting strategic initiatives through frequent team engagement and meetings.

- Develop and maintain effective communications with management and marketing staff, contractors and stakeholders on current projects and events to allow effective communication to the Board Committees, Board of Directors, members, and stakeholders.
- Ensure project documents are complete, current, and stored appropriately.
- Participate in meetings and activities with national organizations such as, but not limited to, the National Corn Growers Association, the United Soybean Board, and the American Soybean Association.

OTHER FUNCTIONS

- As directed.

SUPERVISORY RESPONSIBILITIES

- Supervision of approximately 4-6 contractors or staff members.

QUALIFICATIONS

To perform this job successfully, an individual should have an equivalent of the following:

- Bachelor’s or master’s degree or higher in a relevant discipline.
- Ten or more years of relevant experience and body of work demonstrating competencies for research, supervision, project management, stakeholder relations.
- Research, Food Science, engineering, product development, agriculture, business, sales and marketing, or other agribusiness experience beneficial.
- Advanced computer skills and project management (Outlook, Microsoft Word, PowerPoint, SharePoint, and Excel). Aptitude for learning new applications as needed.
- Superior communication, organization, and interpersonal skills necessary to establish and maintain effective working relationships.
- Strong intuitive and analytical skills; able to examine data to understand issues, draw conclusions, solve problems, and make timely, informed decisions that consider the facts, goals, constraints, and risks.
- Self-motivated, ambitious, decisive, and team builder with passion for mission achievement and strives for excellence; delivers quality and consistent work in a collaborative team environment.

WORK ENVIRONMENT/PHYSICAL DEMANDS

The environment and physical demands described here are representative of those an individual must meet to successfully perform the essential functions of this job. The company will make reasonable accommodations to enable individuals with disabilities to perform these functions.

- This position requires considerable concentration and creativity. It is subject to stress caused by a changing environment, tight deadlines, and workload.
- Exempt position with a minimum of 40 hours per week required.
- Domestic travel inside and outside of Indiana and other work-related assignments may occasionally include evenings and weekends.
- International travel may on rare occasions be required with advance notice.
- Ability to network and build relationships with staff, contractors, farmers, directors, and other stakeholders.
- Must be able to sit for long periods of time, stand, crouch, stoop, reach and move up and down stairs.
- May need to lift to 25 lbs.

